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ABSTRACT

This report presents data from the 1992 ARL (Association of Research Libraries) annual salary survey. Forty-two tables report data on professional salaries and years of experience, including a breakdown for minority librarians; distribution of professional staff by salary and position and by sex and position; the type of institution; and size of professional staff. Tables are organized in five categories: ARL non-university libraries, ARL university libraries, Canadian ARL university libraries, ARL university medical libraries, and ARL university law libraries. An overall summary of the distribution of university librarians and non-university librarians by salary level is also provided, as well as copies of the questionnaires and instructions for the two groups of librarians. (KRN)

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Annual Salary Survey 1992

Compiled by Gordon Fretwell

Edited by Nicola Daval

for the
Association of
Research Libraries

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INTRODUCTION

The 1992 Association of Research Libraries *Annual Salary Survey* follows the general format and organization of previous years. In most tables, salaries from Canadian member libraries are expressed in U.S. dollars, converted at the rate of $1.1623 Canadian per U.S. dollar.[1]

See the Table of Contents for the arrangement of tables, which is unchanged from the 1991 *Survey*. Table 12 continues to incorporate law and medical library salaries so that the ten-year retrospective comparison of salary increases with changes in the federal Cost of Living Index is consistent with previous years.

Two fewer minority librarians were reported in this year's *Survey* as compared to FY92, a change too small to characterize as signifying a trend. Because Canadian law prohibits the identification of citizens by racial category, minority statistics continue to refer only to individuals in the U.S. member libraries. The total number of filled positions for FY93 in university libraries dropped by 43 from the previous year's level to 8,212. Even this decrease is too small to characterize as a trend, due to the fact that the reported data are only a snapshot of staffing in member libraries at the moment their report is submitted.

Minority staff still make up less than 11% of professionals in U.S. member libraries of ARL. Overall, women constitute about 65% of university library staff in this year's *Survey*. Many of the tables in the *Survey* display salary differentials related to gender; but keep in mind that experience plays a major role in salary determination, and data in the experience tables should be used when interpreting salary variations.

One of the most sought after salary comparisons is that of male and female directors. In the past several years this statistic has changed from consistently favoring men to alternating between men and women. This year, salaries of male directors are about 2% higher than salaries of their female counterparts. This small differential should be viewed with caution however, due to the fact that several of the director positions are vacant, and in one case, a female director has not reported her salary.

Ever since ARL began collecting OEO minority codes as part of the salary questionnaire, the location of minority staff has been disproportionately distributed across the country. Minorities are substantially under-represented in the West North Central, and East South Central regions, and they are over-represented in the Pacific, South Atlantic, and East North Central regions. In a large measure, the figures for the Pacific are high due to the unusually large percentage of Asian professionals in that region's ARL member libraries; in the East South Central region the apparently high number of minority professionals is due to the racial make up of one library in particular. The salary differential separating average minority salaries from the average salaries of their Caucasian counterparts in the U.S. is $1,769, or about 4% lower salaries for minority staff. The chart on page 8 displays the distribution of minority professional staff in ARL U.S. university libraries by region.

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[1] This is the monthly noon exchange rate published in the Bank of Canada *Review* for the period July 1 through June 1992.

MINORITY PROFESSIONALS BY REGION

	New Engl.	Middle Atl.	E North Central	W North Central	South Atl.	East S Central	West S Central	Moun-tain	Pacific	Category Total	Category %
Category											
Black	19	50	53	16	81	12	15	4	23	272	33.9
Hispanic	7	12	18	3	21	–	21	19	19	120	15.0
Asian	43	67	61	19	47	5	15	20	123	400	49.9
AI/NA[2]	1	2	1	–	–	–	–	3	2	10	1.3
By Region											
Totals	70	131	134	38	149	17	51	46	166	802	
Percent	8.7	16.3	16.7	4.7	18.6	2.1	6.4	5.7	20.7		100
Non-Minority Percent	11.6	16.1	18.0	7.4	16.0	4.3	6.3	6.7	13.5		100

FY1993 salaries in private U.S. universities averaged $1,930 (or 4.8%) more than salaries in publicly supported universities. Size also influences salary in ARL member libraries: the largest libraries (125 or more professional staff) paid average salaries 16% greater than the smallest libraries (fewer than 50 professionals). Each size grouping of member libraries paid higher average salaries than the next smaller group, and conversely, they paid less than the next larger grouping (see Table 23 for more detail). The highest average salaries in the U.S. are paid in the Pacific and New England regions. Average salaries decrease by region in the following order: Middle Atlantic, East North Central, West North Central, South Atlantic, Mountain, West South Central, and lastly, East South Central. Even after conversion to U.S. dollar equivalents, the average Canadian salaries continue to surpass both the overall U.S. average and the average for each individual region (see Table 24).

Overall, average salaries for men continue to outpace those of their female counterparts; in FY1993, the average salary for men was $3,968 (or 8.8%) higher than the average salary for women. Men still continue to display more experience than women (6.7% in FY93), but that one year of difference at the 15 year point in a professional career hardly seems to explain much of the gender differential in salary. When the data in Table 19 are examined, one can see that men receive a higher average salary at every career stage except the first four years, so one can safely infer that the salary differential is primarily due to factors other than differences in experience.

Tables 3 and 12 (for non-university and university staff, respectively) show the change in purchasing power of the median salary and the Beginning Professional Salary (BPS) in the context of the federal Cost of Living Index over the past decade. Salaries in the non-university group (Table 3) show the widest variation, but this is probably due in a large part to the fluctuation in data reporting of the member libraries in this category. In the university portion of the *Survey*, the BPS figure outpaces increases in the CPI every year, and the FY93 figure shows a substantial 14.7% increase in purchasing power when compared to the BPS of a decade earlier. Likewise, the median salary in FY93 was up 15% compared to FY82.

Rank structure provides an orderly framework for examining professional salaries. The following table displays the average salary and years of experience for each step of three, four and

[2] American Indian/Native American.

five step rank structures. These three ranking systems are the most commonly used, although numerous libraries employ no rank structure whatsoever, and some use as many as ten rank steps. Also, not all individuals in a member library may have a rank that fits into the common structure. It is not uncommon for directors to have no rank or a rank that is unrelated to the rank of other librarians, and some non-librarian professionals such as programmers or business and personnel staff may also be unranked.

AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS IN LIBRARIES WITH THREE, FOUR AND FIVE STEP RANK STRUCTURES

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$31,215	8.4 yrs	$28,822	5.5 yrs	$33,793	8.2 yrs
Librarian 2	39,685	14.6 yrs	34,090	11.5 yrs	35,712	10.7 yrs
Librarian 3	49,799	20.6 yrs	42,268	17.8 yrs	41,027	15.1 yrs
Librarian 4			53,784	23.1 yrs	52,109	18.5 yrs
Librarian 5					59,083	22.1 yrs
Overall Avg.:	$41,911	15.5 yrs	$40,045	15.0 yrs	$43,042	14.5 yrs
No. of Staff:	1,908		3,422		1,356	

One final note: This *Survey* is only concerned with salaries; all other forms of compensation are excluded. Any conclusions drawn from the data presented here must take into account other tangible and intangible personal benefits that may influence salaries in ways not apparent form the data.

Gordon Fretwell
University of Massachusetts
December 12, 1992

TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show the number of filled professional positions in each salary range. Columns headed by % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range, for example, in fiscal 1993 48% of the librarians in ARL university libraries earned more than $40,000, as did 62% of non-university librarians.

	University Librarians				Non-University Librarians			
Salary Range	FY 1992	cum. %	FY 1993	cum. %	FY 1992	cum. %	FY 1993	cum. %
150,000 - 175,000	3		5					
140,000 - 149,999	3		1					
130,000 - 139,999	1		8					
120,000 - 129,999	9		10					
110,000 - 119,999	13		16					
100,000 - 109,999	23	1	33	1	12		41	1
95,000 - 99,999	31		32		33	2	28	2
90,000 - 94,999	32		34	2	19	2	42	3
85,000 - 89,999	33	2	19		48	4	18	3
80,000 - 84,999	28		43		31	5	76	5
75,000 - 79,999	67	3	71	3	57	7	106	7
70,000 - 74,999	88	4	102	5	80	10	139	11
65,000 - 69,999	131	6	152	6	101	13	169	15
60,000 - 64,999	183	8	220	9	111	17	223	20
55,000 - 59,999	416	13	504	15	128	21	206	25
50,000 - 54,999	640	21	664	23	213	29	368	34
48,000 - 49,999	280	24	299	27	163	34	114	37
46,000 - 47,999	343	28	372	31	96	38	301	44
44,000 - 45,999	350	32	368	36	214	45	239	50
42,000 - 43,999	449	38	458	42	191	52	258	56
40,000 - 41,999	528	44	527	48	179	58	249	62
38,000 - 39,999	530	51	513	54	216	65	286	69
36,000 - 37,999	571	58	571	61	144	70	255	75
34,000 - 35,999	633	65	616	69	224	78	245	81
32,000 - 33,999	614	73	590	76	163	83	298	88
30,000 - 31,999	627	80	567	83	172	89	96	90
29,000 - 29,999	262	83	240	86	18	90	56	91
28,000 - 28,999	285	87	271	89	45	91	68	93
27,000 - 27,999	258	90	221	92	45	93	53	94
26,000 - 26,999	210	93	189	94	21	94	115	97
25,000 - 25,999	188	95	188	96	121	98	15	97
24,000 - 24,999	152	97	123	98	8	98	19	98
23,000 - 23,999	119	98	97	99	13	99	10	98
22,000 - 22,999	91	99.2	44	99.4	12	99	17	98
21,000 - 21,999	42	99.7	24	99.7	22	99.8	43	99.5
20,000 - 20,999	11	99.8	10	99.9	1	99.8	2	99.6
19,000 - 19,999	8	99.9	5		3	99.9	1	99.6
18,999 or less	6	100	5	100	2	100	16	100
Total Positions	**8,255**		**8,212**		**2,906***		**4,172**	
Median Salary		**$38,196**		**$39,265**		**$42,455***		**$43,876**

Notes: Canadian salaries converted to U.S. dollars.

* Does not include staff at the Canada Institute of Scientific and Technical Information.

ARL NON-UNIVERSITY LIBRARIES

Tables 2-3

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Institution	Number of Staff	Median Salaries		Beginning Salaries	
		FY 1992	FY 1993	FY 1992	FY 1993
Boston Public Library	195	$39,341	$40,439	$25,765	$25,765
Canada Institute for Scientific & Technical Information (D) *	N/A	43,378	43,492	27,490	28,846
Center for Research Libraries	25	33,002	33,002	23,500	25,000
Library of Congress	2,914	46,631	N/A	N/A	N/A
Linda Hall Library *	20	34,150	35,500	22,000	23,000
National Agricultural Library	132	39,780	42,764	21,023	21,906
National Library of Canada	217	35,943	37,640	25,298	26,588
National Library of Medicine *	198	41,583	43,329	21,906	22,738
New York Public Library *	280	35,000	N/A	26,280	N/A
New York State Library	75	40,157	40,157	25,927	25,927
Newberry Library	57	29,400	29,400	22,000	22,500
Smithsonian Institution	59	41,000	41,451	20,195	21,906

* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
N/A - Figures not available.

TABLE 3: SALARY TRENDS IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the current year are displayed in the context of the previous ten years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1983 as the base.

Fiscal Year	No. of Libs	Total Staff	Median Salary	Median BPS*	Median Sal Index	BPS Index	Actual CPI	Adjusted CPI
1993#	11	4,172	$43,876	$23,500	166.4	151.7	140.2	145.3
1992#	11	2,906	42,455	23,500	161.0	151.7	136.2	141.1
1991**	12	1,363	36,013	20,800	136.6	134.3	130.7	135.4
1990	11	3,767	40,106	20,195	152.1	130.4	124.0	128.5
1989#	11	3,781	37,544	19,100	142.4	123.3	118.3	122.6
1988#	11	3,765	36,250	18,405	137.5	118.8	113.6	117.7
1987##	10	2,790	33,020	17,912	125.2	115.7	109.6	113.6
1986	12	3,874	33,720	17,308	127.9	111.8	107.6	111.5
1985	11	3,840	33,863	16,500	128.4	106.5	103.9	107.7
1984	11	3,411	31,000	16,566	117.5	107.0	99.6	103.2
1983	11	4,929	26,373	15,487	100.0	100.0	96.5	100.0

Note: Canadian salaries converted to U.S. dollars.
* Beginning Professional Salary.
** Excludes median salary and staffing at the Library of Congress.
# Excludes Canada Institute for Scientific and Technical Information (CISTI).
Excludes CISTI, New York Public Library, and Newberry Library.

ARL UNIVERSITY LIBRARIES

Tables 4-24

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1993
Alabama *	42	$30,175	$31,289	$30,344	$30,627	$21,500	$21,500	12.3
Alberta (D)	67	46,452	48,623	45,968	48,407	28,112	28,987	16.5
Arizona *	71	33,960	33,785	32,930	32,351	25,400	28,000	11.8
Arizona State	89	34,125	35,139	34,000	34,448	23,000	23,500	13.8
Auburn	50	#	32,006	#	31,200	#	25,000	13.3
Boston University *	42	34,776	34,686	33,812	33,320	23,900	23,900	16.4
Brigham Young	89	33,902	36,304	33,149	34,069	22,000	22,500	16.2
British Columbia (D) *	81	47,862	50,992	46,751	50,011	29,011	29,292	17.6
Brown *	58	38,595	39,628	37,606	36,256	25,300	25,300	16.7
California Berkeley *	111	49,260	49,937	50,496	50,496	28,668	28,668	18.8
California Davis	50	50,614	51,906	50,496	50,496	28,668	28,668	19.3
California Irvine	48	49,310	50,414	50,496	50,496	28,668	28,668	16.6
California Los Angeles	114	51,576	53,643	53,856	53,856	28,668	28,668	17.0
California Riverside	34	45,257	45,986	43,992	43,992	28,668	28,668	15.4
California San Diego	67	48,301	49,709	47,124	50,496	28,668	28,668	16.1
California Santa Barbara	50	48,180	49,540	50,496	50,496	28,668	28,668	15.7
Case Western Reserve *	30	34,508	35,007	31,328	31,155	21,598	22,250	14.1
Chicago	72	39,022	42,789	36,534	40,640	26,775	27,700	13.0
Cincinnati *	51	39,427	41,718	40,374	42,612	21,500	21,500	17.7
Colorado	47	36,847	37,334	35,185	35,860	25,500	25,500	14.4
Colorado State	39	38,100	38,871	36,300	37,650	23,000	25,000	18.8
Columbia	103	$46,126	$47,253	$43,645	$45,000	$28,600	$30,000	15.0

r - Figures revised from 1991 survey.
-Institution not a member of ARL during this period.
* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but *not* in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1993
Connecticut	49	46,437	50,114	46,602	49,690	28,100	28,900	17.8
Cornell *	126	37,996	38,919	34,995	36,480	23,300	24,200	14.1
Dartmouth	43	42,383	44,095	41,539	43,133	25,000	25,000	14.5
Delaware *	48	37,488	39,465	35,032	39,193	24,224	25,403	9.9
Duke *	77	39,625	42,023	37,200	40,000	25,250	26,250	15.5
Emory *	48	36,847	37,880	35,100	36,900	22,000	23,000	13.8
Florida	72	33,974	33,760	30,694	30,304	25,000	25,000	16.2
Florida State *	40	31,865	32,593	28,667	30,115	22,500	22,000	17.7
Georgetown	43	34,916	37,724	31,492	33,653	26,500	27,400	15.7
Georgia	68	31,893	33,761	30,401	32,424	22,000	22,800	12.6
Georgia Tech	36	31,280	33,826	28,200	29,600	22,000	24,000	14.2
Guelph (D)	23	49,081	53,926	50,905	54,412	27,764	27,764	18.7
Harvard *	280	44,830	46,162	42,667	43,344	27,400	27,400	13.8
Hawaii	62	47,717	50,213	47,904	49,296	31,116	33,312	19.0
Houston *	45	33,775	33,658	32,878	31,297	21,500	26,000	12.6
Howard	40	37,859	37,711	36,647	35,268	24,833	24,833	16.8
Illinois, Chicago *	45	36,844	39,618	34,550	38,259	23,400	24,500	14.3
Illinois, Urbana	119	37,203	37,294	33,132	33,836	23,500	23,500	16.4
Indiana *	101	40,242	40,832	39,457	40,210	25,000	25,375	14.8
Iowa	67	37,912	40,653	37,415	39,877	22,430	23,555	16.1
Iowa State	43	39,433	41,868	36,375	39,390	24,000	26,000	13.8
Johns Hopkins *	53	38,249	37,478	37,378	37,275	22,796	23,480	16.4

r - Figures revised from 1991 survey.
* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but *not* in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1993
Kansas *	76	$30,955	$32,326	$30,828	$31,932	$21,696	$22,000	14.6
Kent State	52	40,177	39,297	36,490	35,171	24,445	24,445	13.5
Kentucky *	57	36,360	36,743	34,072	34,297	23,500	23,500	11.9
Laval (D) *	72	49,161	49,159	48,820	48,820	27,988	27,988	19.3
Louisiana State*	46	33,638	33,864	32,991	32,850	23,000	24,000	13.6
McGill (D)	64	47,763	48,201	45,295	45,817	27,311	27,311	15.4
McMaster (D)	30	45,816	48,724	44,601	47,470	26,651	28,191	17.6
Manitoba (D)	45	44,441	47,268	45,712	47,964	22,206	23,317	17.1
Maryland	94	38,414	38,265	35,872	34,500	22,177	22,177	15.4
Massachusetts *	50	43,851	43,870	43,558	43,558	23,000	23,000	20.3
MIT	69	39,172	40,363	36,325	37,450	24,600	25,000	13.5
Miami	44	34,495	35,688	34,700	35,500	24,000	24,000	18.4
Michigan *	87	40,351	41,184	38,260	38,741	26,000	26,000	16.3
Michigan State	74	38,022	39,165	35,500	36,200	25,000	25,500	14.8
Minnesota	99	39,922	42,269	37,033	39,571	22,392	23,508	19.9
Missouri	30	29,526	32,321	29,573	30,785	21,000	22,500	16.0
Nebraska	39	38,004	39,502	36,409	37,550	23,300	24,000	15.6
New Mexico *	44	37,617	38,207	36,438	37,518	26,000	26,500	15.5
New York University *	50	43,695	43,151	39,233	38,850	30,000	30,000	12.9
North Carolina	83	34,009	33,978	32,575	32,650	22,000	22,500	14.2
North Carolina State	49	$36,589	$37,634	$35,000	$36,255	$24,150	$25,250	15.5

r - Figures revised from 1991 survey.
* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but *not* in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1993
Northwestern	80	38,342	39,835	34,766	35,860	23,500	24,500	16.4
Notre Dame	35	37,156	37,908	35,600	36,950	26,000	27,000	15.5
Ohio State *	104	37,123	37,164	35,376	35,352	24,000	24,000	14.0
Oklahoma	30	35,189	35,767	36,647	34,666	34,116	27,000	10.5
Oklahoma State *	46	31,547	31,042	28,644	27,672	23,592	23,595	12.7
Oregon	53	34,611	35,906	33,129	34,247	22,000	22,500	12.8
Pennsylvania	75	36,348	39,991	35,000	37,350	25,000	25,300	16.9
Pennsylvania State	98	40,246	40,083	37,692	38,052	26,000	26,000	13.9
Pittsburgh *	60	35,636	37,341	32,589	34,493	22,000	22,000	13.7
Princeton *	118	42,087	43,870	39,071	40,300	28,200	30,200	15.0
Purdue	58	35,265	37,117	33,600	35,800	21,000	22,000	16.2
Queen's (D)	36	39,162	41,729	38,070	39,439	26,624	26,624	15.6
Rice	35	33,248	35,732	31,500	34,700	25,000	25,000	12.7
Rochester *	57	33,075	33,340	30,264	30,563	21,000	21,000	15.9
Rutgers *	101	54,285	52,841	54,223	51,698	29,300	29,334	15.2
Saskatchewan (D) *	33	44,123	45,630	44,137	46,331	24,895	24,895	16.2
South Carolina	49	33,947	34,396	32,568	31,737	24,000	24,000	14.7
Southern California *	61	42,475	43,907	39,630	40,342	30,300	30,300	17.0
Southern Illinois *	39	37,417	39,414	36,402	38,040	24,000	28,000	20.8
Stanford	110	47,158	51,259	44,843	48,172	31,700	32,500	20.3
SUNY Albany	46	37,598	37,866	38,348	38,348	23,400	23,400	16.1

r - Figures revised from 1991 survey.
* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but *not* in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1993
SUNY Buffalo	60	$40,027	$41,888	$37,453	$38,840	$23,400	$23,400	15.2
SUNY Stony Brook	45	45,762	44,775	45,260	44,730	26,500	26,500	15.7
Syracuse	45	35,160	35,647	33,065	33,667	22,500	23,500	15.2
Temple	48	35,804	37,631	34,058	36,208	23,000	24,500	16.1
Tennessee	44	35,017	35,517	33,000	32,586	21,000	25,000	15.5
Texas	95	33,987	37,004	32,288	34,505	22,500	24,000	18.2
Texas A&M	52	34,829	34,107	33,456	33,253	22,000	22,000	12.7
Toronto (D)	145	45,903	53,042	48,179	55,748	27,101	28,478	18.1
Tulane	34	32,620	33,286	30,879	31,500	23,100	24,000	14.6
Utah	45	29,904	33,886	26,500	29,850	20,000	23,000	12.0
Vanderbilt	63	34,379	35,799	31,920	34,534	23,000	24,000	14.3
Virginia	68	36,251	35,284	33,700	32,255	24,000	24,000	17.4
Virginia Tech	39	33,710	35,862	33,990	33,333	22,000	24,500	14.8
Washington	111	35,667	37,934	33,852	35,730	24,000	24,500	15.9
Washington State	46	33,733	36,254	31,392	36,312	22,000	23,000	13.9
Washington University	52	33,786	36,137	33,094	34,418	23,000	23,500	13.8
Waterloo (D)	45	43,566	46,814	42,481	46,014	27,042	27,446	15.5
Wayne State	62	37,311	40,304	34,956	37,508	27,000	29,000	12.0
Western Ontario (D)	38	45,909	46,979	45,758	47,453	31,550	32,057	17.4
Wisconsin	103	38,509	39,778	36,800	38,143	23,996	25,076	15.6
Yale	116	46,853	48,237	43,911	45,675	30,000	30,000	15.4
York (D)	49	52,837	51,303	56,582	56,070	30,896	30,896	17.7

r - Figures revised from 1991 survey.
* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but *not* in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 29,000 and over	6 - 24,000-24,999
2 - 28,000-28,999	7 - 23,000-23,999
3 - 27,000-27,999	8 - 22,000-22,999
4 - 26,000-26,999	9 - below 22,000
5 - 25,000-25,999	

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Oklahoma	$34,116		53	North Carolina State	$24,150
	2	Stanford	31,700		54	Iowa State	24,000
	3	Western Ontario	31,550		54	Miami	24,000
	4	Hawaii	31,116		54	Ohio State	24,000
	5	York	30,896		54	South Carolina	24,000
	6	Southern California	30,300		54	Southern Illinois	24,000
	7	New York University	30,000		54	Virginia	24,000
	7	Yale	30,000		54	Washington	24,000
	9	Rutgers	29,300				
	10	British Columbia	29,011	7	61	Wisconsin	23,996
					62	Boston University	23,900
2	11	California, Berkeley	28,668		63	Oklahoma State	23,592
	11	California, Davis	28,668		64	Illinois, Urbana	23,500
	11	California, Irvine	28,668		64	Kentucky	23,500
	11	California, Los Angeles	28,668		64	Northwestern	23,500
	11	California, Riverside	28,668		67	Illinois, Chicago	23,400
	11	California, San Diego	28,668		67	SUNY Albany	23,400
	11	California, Santa Barbara	28,668		67	SUNY Buffalo	23,400
	18	Columbia	28,600		70	Cornell	23,300
	19	Princeton	28,200		70	Nebraska	23,300
	20	Alberta	28,112		72	Tulane	23,100
	21	Connecticut	28,100		73	Arizona State	23,000
					73	Colorado State	23,000
3	22	Laval	27,988		73	Louisiana State	23,000
	23	Guelph	27,764		73	Massachusetts	23,000
	24	Harvard	27,400		73	Temple	23,000
	25	McGill	27,311		73	Vanderbilt	23,000
	26	Toronto	27,101		73	Washington University	23,000
	27	Waterloo	27,042				
	28	Wayne State	27,000	8	80	Johns Hopkins	22,796
					81	Florida State	22,500
4	29	Chicago	26,775		81	Syracuse	22,500
	30	McMaster	26,651		81	Texas	22,500
	31	Queen's	26,624		84	Iowa	22,430
	32	Georgetown	26,500		85	Minnesota	22,392
	32	SUNY Stony Brook	26,500		86	Manitoba	22,206
	34	Michigan	26,000		87	Maryland	22,177
	34	New Mexico	26,000		88	Brigham Young	22,000
	34	Notre Dame	26,000		88	Emory	22,000
	34	Pennsylvania State	26,000		88	Georgia	22,000
					88	Georgia Tech	22,000
5	38	Colorado	25,500		88	North Carolina	22,000
	39	Arizona	25,400		88	Oregon	22,000
	40	Brown	25,300		88	Pittsburgh	22,000
	41	Duke	25,250		88	Texas A&M	22,000
	42	Dartmouth	25,000		88	Virginia Tech	22,000
	42	Florida	25,000		88	Washington State	22,000
	42	Indiana	25,000				
	42	Michigan State	25,000	9	98	Kansas	21,696
	42	Pennsylvania	25,000		99	Case Western Reserve	21,598
	42	Rice	25,000		100	Alabama	21,500
					100	Cincinnati	21,500
6	48	Saskatchewan	24,895		100	Houston	21,500
	49	Howard	24,833		103	Missouri	21,000
	50	MIT	24,600		103	Purdue	21,000
	51	Kent State	24,445		103	Rochester	21,000
	52	Delaware	24,224		103	Tennessee	21,000
					107	Utah	20,000

All Canadian salaries and some U.S. salaries revised from 1991 Survey figures; Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 30,000 and over	6 - 25,000-25,999
2 - 29,000-29,999	7 - 24,000-24,999
3 - 28,000-28,999	8 - 23,000-23,999
4 - 27,000-27,999	9 - 22,000-22,999
5 - 26,000-26,999	10 - below 22,000

Group	Rank	Institution	Salary
1	1	Hawaii	$33,312
	2	Stanford	32,500
	3	Western Ontario	32,057
	4	York	30,896
	5	Southern California	30,300
	6	Princeton	30,200
	7	Columbia	30,000
	7	New York University	30,000
	7	Yale	30,000
2	10	Rutgers	29,334
	11	British Columbia	29,292
	12	Wayne State	29,000
3	13	Alberta	28,987
	14	Connecticut	28,900
	15	California, Los Angeles	28,688
	16	California, Berkeley	28,668
	16	California, Davis	28,668
	16	California, Irvine	28,668
	16	California, Riverside	28,668
	16	California, San Diego	28,668
	16	California, Santa Barbara	28,668
	22	Toronto	28,478
	23	McMaster	28,191
	24	Arizona	28,000
	24	Southern Illinois	28,000
4	26	Laval	27,988
	27	Guelph	27,764
	28	Chicago	27,700
	29	Waterloo	27,446
	30	Georgetown	27,400
	30	Harvard	27,400
	32	McGill	27,311
	33	Notre Dame	27,000
	33	Oklahoma	27,000
5	35	Queen's	26,624
	36	New Mexico	26,500
	36	SUNY Stony Brook	26,500
	38	Duke	26,250
	39	Houston	26,000
	39	Iowa State	26,000
	39	Michigan	26,000
	39	Pennsylvania State	26,000
6	43	Colorado	25,500
	43	Michigan State	25,500
	45	Delaware	25,403
	46	Indiana	25,375
	47	Brown	25,300
	47	Pennsylvania	25,300
	49	North Carolina State	25,250
	50	Wisconsin	25,076
	51	Auburn	25,000
	51	Colorado State	25,000
	51	Dartmouth	25,000
	51	Florida	$25,000
	51	MIT	25,000
	51	Rice	25,000
	51	Tennessee	25,000
7	58	Saskatchewan	24,895
	59	Howard	24,833
	60	Illinois, Chicago	24,500
	60	Northwestern	24,500
	60	Temple	24,500
	60	Virginia Tech	24,500
	60	Washington	24,500
	65	Kent State	24,445
	66	Cornell	24,200
	67	Georgia Tech	24,000
	67	Louisiana State	24,000
	67	Miami	24,000
	67	Nebraska	24,000
	67	Ohio State	24,000
	67	South Carolina	24,000
	67	Texas	24,000
	67	Tulane	24,000
	67	Vanderbilt	24,000
	67	Virginia	24,000
8	77	Boston University	23,900
	78	Oklahoma State	23,595
	79	Iowa	23,555
	80	Minnesota	23,508
	81	Arizona State	23,500
	81	Illinois, Urbana	23,500
	81	Kentucky	23,500
	81	Syracuse	23,500
	81	Washington University	23,500
	86	Johns Hopkins	23,480
	87	SUNY Albany	23,400
	87	SUNY Buffalo	23,400
	89	Manitoba	23,317
	90	Emory	23,000
	90	Massachusetts	23,000
	90	Utah	23,000
	90	Washington State	23,000
9	94	Georgia	22,800
	95	Brigham Young	22,500
	95	Missouri	22,500
	95	North Carolina	22,500
	95	Oregon	22,500
	99	Case Western Reserve	22,250
	100	Maryland	22,177
	101	Florida State	22,000
	101	Kansas	22,000
	101	Pittsburgh	22,000
	101	Purdue	22,000
	101	Texas A&M	22,000
10	106	Alabama	21,500
	106	Cincinnati	21,500
	108	Rochester	21,000

Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 50,000 and over	6 - 36,000-37,999
2 - 47,000-49,999	7 - 34,000-35,999
3 - 44,000-46,999	8 - 32,000-33,999
4 - 41,000-43,999	9 - 30,000-31,999
5 - 38,000-40,999	10 - below 30,000

Group	Rank	Institution	Salary
1	1	York	$56,582
	2	Rutgers	54,223
	3	California, Los Angeles	53,856
	4	Guelph	50,905
	5	California, Berkeley	50,496
	5	California, Davis	50,496
	5	California, Irvine	50,496
	5	California, Santa Barbara	50,496
2	9	Laval	48,820
	10	Toronto	48,179
	11	Hawaii	47,904
	12	California, San Diego	47,124
3	13	British Columbia	46,751
	14	Connecticut	46,602
	15	Alberta	45,968
	16	Western Ontario	45,758
	17	Manitoba	45,712
	18	McGill	45,295
	19	SUNY Stony Brook	45,260
	20	Stanford	44,843
	21	McMaster	44,601
	22	Saskatchewan	44,137
4	23	California, Riverside	43,992
	24	Yale	43,911
	25	Columbia	43,645
	26	Massachusetts	43,558
	27	Harvard	42,667
	28	Waterloo	42,481
	29	Dartmouth	41,539
5	30	Cincinnati	40,374
	31	Southern California	39,630
	32	Indiana	39,457
	33	New York University	39,233
	34	Princeton	39,071
	35	SUNY Albany	38,348
	36	Michigan	38,260
	37	Queen's	38,070
6	38	Pennsylvania State	37,692
	39	Brown	37,606
	40	SUNY Buffalo	37,453
	41	Iowa	37,415
	42	Johns Hopkins	37,378
	43	Duke	37,200
	44	Minnesota	37,033
	45	Wisconsin	36,800
	46	Howard	36,647
	46	Oklahoma	36,647
	48	Chicago	36,534
	49	Kent State	36,490
	50	New Mexico	36,438
	51	Nebraska	36,409
	52	Southern Illinois	36,402
	53	Iowa State	36,375
	54	MIT	$36,325
	55	Colorado State	36,300
7	56	Maryland	35,872
	57	Notre Dame	35,600
	58	Michigan State	35,500
	59	Ohio State	35,376
	60	Colorado	35,185
	61	Emory	35,100
	62	Delaware	35,032
	63	North Carolina State	35,000
	63	Pennsylvania	35,000
	65	Cornell	34,995
	66	Wayne State	34,956
	67	Northwestern	34,766
	68	Miami	34,700
	69	Illinois, Chicago	34,550
	70	Kentucky	34,072
	71	Temple	34,058
	72	Arizona State	34,000
8	73	Virginia Tech	33,990
	74	Washington	33,852
	75	Boston University	33,812
	76	Virginia	33,700
	77	Purdue	33,600
	78	Texas A&M	33,456
	79	Brigham Young	33,149
	80	Illinois, Urbana	33,132
	81	Oregon	33,129
	82	Washington University	33,094
	83	Syracuse	33,065
	84	Tennessee	33,000
	85	Louisiana State	32,991
	86	Arizona	32,930
	87	Houston	32,878
	88	Pittsburgh	32,589
	89	North Carolina	32,575
	90	South Carolina	32,568
	91	Texas	32,288
9	92	Vanderbilt	31,920
	93	Rice	31,500
	94	Georgetown	31,492
	95	Washington State	31,392
	96	Case Western Reserve	31,328
	97	Tulane	30,879
	98	Kansas	30,828
	99	Florida	30,694
	100	Georgia	30,401
	101	Alabama	30,344
	102	Rochester	30,264
10	103	Missouri	29,573
	104	Florida State	28,667
	105	Oklahoma State	28,644
	106	Georgia Tech	28,200
	107	Utah	26,500

All Canadian salaries and some U.S. salaries revised from 1991 Survey figures; Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 51,000 and over	6 - 36,000-38,999
2 - 48,000-50,999	7 - 34,000-35,999
3 - 45,000-47,999	8 - 32,000-33,999
4 - 42,000-44,999	9 - 30,000-31,999
5 - 39,000-41,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	York	$56,070		55	Johns Hopkins	$37,275
	2	Toronto	55,748		56	Notre Dame	36,950
	3	Guelph	54,412		57	Emory	36,900
	4	California, Los Angeles	53,856		58	Cornell	36,480
	5	Rutgers	51,698		59	Washington State	36,312
					60	Brown	36,256
2	6	California, Berkeley	50,496		61	North Carolina State	36,255
	6	California, Davis	50,496		62	Temple	36,208
	6	California, Irvine	50,496		63	Michigan State	36,200
	6	California, San Diego	50,496				
	6	California, Santa Barbara	50,496	7	64	Northwestern	35,860
	11	British Columbia	50,011		65	Colorado	35,860
	12	Connecticut	49,690		66	Purdue	35,800
	13	Hawaii	49,296		67	Washington	35,730
	14	Laval	48,820		68	Miami	35,500
	15	Alberta	48,407		69	Ohio State	35,352
	16	Stanford	48,172		70	Howard	35,268
					71	Kent State	35,171
3	17	Manitoba	47,964		72	Rice	34,700
	18	McMaster	47,470		73	Oklahoma	34,666
	19	Western Ontario	47,453		74	Vanderbilt	34,534
	20	Saskatchewan	46,331		75	Texas	34,505
	21	Waterloo	46,014		76	Maryland	34,500
	22	McGill	45,817		77	Pittsburgh	34,493
	23	Yale	45,675		78	Arizona State	34,448
	24	Columbia	45,000		79	Washington University	34,418
					80	Kentucky	34,297
4	25	SUNY Stony Brook	44,730		81	Oregon	34,247
	26	California, Riverside	43,992		82	Brigham Young	34,069
	27	Massachusetts	43,558				
	28	Harvard	43,344	8	83	Illinois, Urbana	33,836
	29	Dartmouth	43,133		84	Syracuse	33,667
	30	Cincinnati	42,612		85	Georgetown	33,653
					86	Virginia Tech	33,333
5	31	Chicago	40,640		87	Boston University	33,320
	32	Southern California	40,342		88	Texas A&M	33,253
	33	Princeton	40,300		89	Louisiana State	32,850
	34	Indiana	40,210		90	North Carolina	32,650
	35	Duke	40,000		91	Tennessee	32,586
	36	Iowa	39,877		92	Georgia	32,424
	37	Minnesota	39,571		93	Arizona	32,351
	38	Queen's	39,439		94	Virginia	32,255
	39	Iowa State	39,390				
	40	Delaware	39,193	9	95	Kansas	31,932
					96	South Carolina	31,737
6	41	New York University	38,850		97	Tulane	31,500
	42	SUNY Buffalo	38,840		98	Houston	31,297
	43	Michigan	38,741		99	Auburn	31,200
	44	SUNY Albany	38,348		100	Case Western Reserve	31,155
	45	Illinois, Chicago	38,259		101	Missouri	30,785
	46	Wisconsin	38,143		102	Alabama	30,627
	47	Pennsylvania State	38,052		103	Rochester	30,563
	48	Southern Illinois	38,040		104	Florida	30,304
	49	Colorado State	37,650		105	Florida State	30,115
	50	Nebraska	37,550				
	51	New Mexico	37,518	10	106	Utah	29,850
	52	Wayne State	37,508		107	Georgia Tech	29,600
	53	MIT	37,450		108	Oklahoma State	27,672
	54	Pennsylvania	37,350				

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 9: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 48,000 and over	5 - 37,000-38,999
2 - 45,000-47,999	6 - 35,000-36,999
3 - 42,000-44,999	7 - 33,000-34,999
4 - 39,000-41,999	8 - below 33,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Rutgers	$54,285		54	Iowa	$37,912
	2	York	52,837		55	Howard	37,859
	3	California, Los Angeles	51,576		56	New Mexico	37,617
	4	California, Davis	50,614		57	SUNY Albany	37,598
	5	California, Irvine	49,310		58	Delaware	37,488
	6	California, Berkeley	49,260		59	Southern Illinois	37,417
	7	Laval	49,161		60	Wayne State	37,311
	8	Guelph	49,081		61	Illinois, Urbana	37,203
	9	California, San Diego	48,301		62	Notre Dame	37,156
	10	California, Santa Barbara	48,180		63	Ohio State	37,123
2	11	British Columbia	47,862	6	64	Colorado	36,847
	12	McGill	47,763		64	Emory	36,847
	13	Hawaii	47,717		66	Illinois, Chicago	36,844
	14	Stanford	47,158		67	North Carolina State	36,589
	15	Yale	46,853		68	Kentucky	36,360
	16	Alberta	46,452		69	Pennsylvania	36,348
	17	Connecticut	46,437		70	Virginia	36,251
	18	Columbia	46,126		71	Temple	35,804
	19	Western Ontario	45,909		72	Washington	35,667
	20	Toronto	45,903		73	Pittsburgh	35,636
	21	McMaster	45,816		74	Purdue	35,265
	22	SUNY Stony Brook	45,762		75	Oklahoma	35,189
	23	California, Riverside	45,257		76	Syracuse	35,160
					77	Tennessee	35,017
3	24	Harvard	44,830				
	25	Manitoba	44,441	7	78	Georgetown	34,916
	26	Saskatchewan	44,123		79	Texas A&M	34,829
	27	Massachusetts	43,851		80	Boston University	34,776
	28	New York University	43,695		81	Oregon	34,611
	29	Waterloo	43,566		82	Case Western	34,508
	30	Southern California	42,475		83	Miami	34,495
	31	Dartmouth	42,383		84	Vanderbilt	34,379
	32	Princeton	42,087		85	Arizona State	34,125
					86	North Carolina	34,009
4	33	Michigan	40,351		87	Texas	33,987
	34	Pennsylvania State	40,246		88	Florida	33,974
	35	Indiana	40,242		89	Arizona	33,960
	36	Kent State	40,177		90	South Carolina	33,947
	37	SUNY Buffalo	40,027		91	Brigham Young	33,902
	38	Minnesota	39,922		92	Washington University	33,786
	39	Duke	39,625		93	Houston	33,775
	40	Iowa State	39,433		94	Washington State	33,733
	41	Cincinnati	39,427		95	Virginia Tech	33,710
	42	MIT	39,172		96	Louisiana State	33,638
	43	Queen's	39,162		97	Rice	33,248
	44	Chicago	39,022		98	Rochester	33,075
5	45	Brown	38,595	8	99	Tulane	32,620
	46	Wisconsin	38,509		100	Georgia	31,893
	47	Maryland	38,414		101	Florida State	31,865
	48	Northwestern	38,342		102	Oklahoma State	31,547
	49	Johns Hopkins	38,249		103	Georgia Tech	31,280
	50	Colorado State	38,100		104	Kansas	30,955
	51	Michigan State	38,022		105	Alabama	30,175
	52	Nebraska	38,004		106	Utah	29,904
	53	Cornell	37,996		107	Missouri	29,526

All Canadian salaries and some U.S. salaries revised from 1991 Survey figures; Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of average salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

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TABLE 10: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 51,000 and over	6 - 39,000-40,999
2 - 48,000-50,999	7 - 37,000-38,999
3 - 45,000-47,999	8 - 35,000-36,999
4 - 43,000-44,999	9 - 33,000-34,999
5 - 41,000-42,999	10 - below 33,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Guelph	$53,926		54	Kent State	$39,297
	2	California, Los Angeles	53,643		55	Michigan State	39,165
	3	Toronto	53,042				
	4	Rutgers	52,841	7	56	Cornell	38,919
	5	California, Davis	51,906		57	Colorado State	38,871
	6	York	51,303		58	Maryland	38,265
	7	Stanford	51,259		59	New Mexico	38,207
					60	Washington	37,934
2	8	British Columbia	50,992		61	Notre Dame	37,908
	9	California, Irvine	50,414		62	Emory	37,880
	10	Hawaii	50,213		63	SUNY Albany	37,866
	11	Connecticut	50,114		64	Georgetown	37,724
	12	California, Berkeley	49,937		65	Howard	37,711
	13	California, San Diego	49,709		66	North Carolina State	37,634
	14	California, Santa Barbara	49,540		67	Temple	37,631
	15	Laval	49,159		68	Johns Hopkins	37,478
	16	McMaster	48,724		69	Pittsburgh	37,341
	17	Alberta	48,623		70	Colorado	37,334
	18	Yale	48,237		71	Illinois, Urbana	37,294
	19	McGill	48,201		72	Ohio State	37,164
					73	Purdue	37,117
3	20	Manitoba	47,268		74	Texas	37,004
	21	Columbia	47,253				
	22	Western Ontario	46,979	8	75	Kentucky	36,743
	23	Waterloo	46,814		76	Brigham Young	36,304
	24	Harvard	46,162		77	Washington State	36,254
	25	California, Riverside	45,986		78	Washington University	36,137
	26	Saskatchewan	45,630		79	Oregon	35,906
					80	Virginia Tech	35,862
4	27	SUNY Stony Brook	44,775		81	Vanderbilt	35,799
	28	Dartmouth	44,095		82	Oklahoma	35,767
	29	Southern California	43,907		83	Rice	35,732
	30	Princeton	43,870		84	Miami	35,688
	31	Massachusetts	43,870		85	Syracuse	35,647
	32	New York University	43,151		86	Tennessee	35,517
					87	Virginia	35,284
5	33	Chicago	42,789		88	Arizona State	35,139
	34	Minnesota	42,269		89	Case Western Reserve	35,007
	35	Duke	42,023				
	36	SUNY Buffalo	41,888	9	90	Boston University	34,686
	37	Iowa State	41,868		91	South Carolina	34,396
	38	Queen's	41,729		92	Texas A&M	34,107
	39	Cincinnati	41,718		93	North Carolina	33,978
	40	Michigan	41,184		94	Utah	33,886
					95	Louisiana State	33,864
6	41	Indiana	40,832		96	Georgia Tech	33,826
	42	Iowa	40,653		97	Arizona	33,785
	43	MIT	40,363		98	Georgia	33,761
	44	Wayne State	40,304		99	Florida	33,760
	45	Pennsylvania State	40,083		100	Houston	33,658
	46	Pennsylvania	39,991		101	Rochester	33,340
	47	Northwestern	39,835		102	Tulane	33,286
	48	Wisconsin	39,778				
	49	Brown	39,628	10	103	Florida State	32,593
	50	Illinois, Chicago	39,618		104	Kansas	32,326
	51	Nebraska	39,502		105	Missouri	32,321
	52	Delaware	39,465		106	Auburn	32,006
	53	Southern Illinois	39,414		107	Alabama	31,289
					108	Oklahoma State	31,042

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of average salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1990-93

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1990	1991	1992r	1993	1990	1991	1992r	1993	1990	1991	1992r	1993
Alabama	106	103	105	107	105	93	101	102	101	91	100	106
Alberta	23	18	16	17	20	16	15	15	25	21	20	13
Arizona	95	77	89	97	88	71	86	93	93	63	39	24
Arizona State	88	73	85	88	84	62	72	78	72	63	73	81
Auburn	*	*	*	106	*	*	*	99	*	*	*	51
Boston	79	76	80	90	82	81	75	87	64	69	62	7
Brigham Young	100	97	91	76	95	89	79	82	72	81	88	95
British Columbia	10	4	11	8	13	10	13	11	7	6	10	11
Brown	61	57	45	49	58	49	39	60	26	31	40	47
California, Berkeley	7	13	6	12	6	4	5	6	9	10	11	16
California, Davis	3	2	4	5	4	4	5	6	9	10	11	16
California, Irvine	2	12	5	9	2	4	5	6	9	10	11	16
California, Los Angeles	5	9	3	2	5	4	3	4	9	10	11	15
California, Riverside	14	17	23	25	19	23	23	26	9	10	11	16
California, San Diego	8	7	9	13	7	11	12	6	9	10	11	16
California, Santa Barbara	4	5	10	14	3	4	5	6	9	10	11	16
Case Western Reserve	92	95	82	89	89	98	96	100	93	95	99	99
Chicago	41	36	44	33	52	40	48	31	54	30	29	28
Cincinnati	45	45	41	39	32	31	30	30	102	105	100	106
Colorado	56	60	64	70	67	47	60	65	38	44	38	43
Colorado State	49	51	50	57	49	55	55	49	50	70	73	51
Columbia	19	22	18	21	14	26	25	24	16	9	18	7
Connecticut	15	8	17	11	17	13	14	12	5	18	21	14
Cornell	53	53	53	56	55	58	65	58	72	77	70	66
Dartmouth	32	31	31	28	29	29	29	29	33	44	42	51
Delaware	83	82	58	52	99	92	62	40	53	61	52	45
Duke	38	39	39	35	38	38	43	35	55	54	41	38
Emory	77	70	64	62	85	67	61	57	93	95	88	90
Florida	84	89	88	99	92	96	99	104	38	44	42	51
Florida State	90	98	101	103	101	104	104	105	67	70	81	101
Georgetown	81	90	78	64	96	102	94	8	50	34	32	30
Georgia	103	100	100	98	98	97	100	92	93	95	88	94
Georgia Tech	104	101	103	96	106	105	106	107	103	63	88	67
Guelph	11	6	8	1	9	9	4	3	48	42	23	27
Harvard	35	26	24	24	39	28	27	28	20	23	24	30
Hawaii	21	19	13	10	18	15	11	13	4	2	4	1
Houston	85	94	93	100	73	86	87	98	85	104	100	39
Howard	63	56	55	65	62	54	46	70	47	53	49	59
Illinois, Chicago	34	54	66	50	33	60	69	45	38	63	67	60
Illinois, Urbana	58	63	61	71	75	76	80	83	56	63	64	81

r - Rankings for FY92 revised from 1991 Survey based on current reports.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1990-93

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1990	1991	1992r	1993	1990	1991	1992r	1993	1990	1991	1992r	1993
Indiana	52	37	35	41	53	36	32	34	35	38	42	46
Iowa	38	41	54	42	35	33	41	36	66	76	84	79
Iowa State	24	28	40	37	28	30	53	39	50	44	54	39
Johns Hopkins	54	67	49	68	45	44	42	55	70	80	80	86
Kansas	96	104	104	104	91	95	98	95	85	94	98	101
Kent State	29	44	36	54	31	78	49	71	56	41	51	65
Kentucky	97	84	68	75	100	90	70	8	106	81	64	81
Laval	12	10	7	15	10	12	9	14	21	20	22	26
Louisiana State	99	87	96	95	102	82	85	89	68	70	73	67
McGill	18	15	12	19	21	22	18	22	23	33	25	32
McMaster	28	24	21	16	23	20	21	18	46	29	30	23
Manitoba	26	27	25	20	22	24	17	17	90	93	86	89
Maryland	44	47	47	58	43	50	56	76	71	78	87	100
Massachusetts	13	21	27	31	12	18	26	27	38	63	73	90
MIT	45	49	42	43	47	53	54	53	56	56	50	51
Miami	87	96	83	84	79	83	68	68	72	95	54	67
Michigan	37	40	33	40	41	56	36	43	22	25	34	39
Michigan State	55	52	51	55	64	52	58	63	28	38	42	43
Minnesota	43	34	38	34	56	46	44	37	56	44	85	80
Missouri	105	105	107	105	93	99	103	101	93	95	103	95
Nebraska	75	48	52	51	70	45	51	50	93	70	70	67
New Mexico	69	65	56	59	60	57	50	51	28	34	34	36
New York	30	38	28	32	48	48	33	41	5	7	7	7
North Carolina	78	78	86	93	72	79	89	90	72	81	88	95
North Carolina State	68	55	67	66	74	64	63	61	69	43	53	49
Northwestern	66	59	48	47	69	70	67	64	72	56	64	60
Notre Dame	62	64	62	61	64	59	57	56	38	38	34	33
Ohio State	70	61	63	72	68	61	59	69	63	62	54	67
Oklahoma	65	69	75	82	40	66	46	73	1	4	1	33
Oklahoma State	107	106	102	108	107	106	105	108	91	90	63	78
Oregon	93	92	81	79	86	85	81	81	93	91	88	95
Pennylvania	73	75	69	46	63	69	63	54	34	34	42	47
Pennylvania State	42	42	34	45	46	39	38	47	28	44	34	39
Pittsburgh	59	66	73	6	59	75	88	77	72	95	88	101
Princeton	39	33	32	30	49	41	34	33	28	24	19	6
Purdue	74	71	74	73	71	67	77	66	103	106	103	101
Queen's	46	35	43	38	44	34	37	38	45	28	31	35
Rice	76	91	97	83	66	100	93	72	56	34	42	51
Rochester	94	102	98	101	103	103	102	103	106	95	103	108
Rutgers	9	3	1	4	14	2	2	5	17	8	9	10

r - Rankings for FY92 revised from 1991 Survey based on current reports.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1990-93

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1990	1991	1992r	1993	1990	1991	1992r	1993	1990	1991	1992r	1993
Saskatchewan	22	30	26	26	16	21	22	20	49	55	48	58
South Carolina	82	80	90	91	80	77	90	96	56	56	54	67
Southern California	27	29	30	29	34	32	31	32	2	5	6	5
Southern Illinois	36	46	59	53	36	42	52	48	38	44	54	24
Stanford	6	11	14	7	11	14	20	16	3	1	2	2
SUNY-Albany	50	58	57	63	30	35	35	44	65	59	67	87
SUNY-Buffalo	31	32	37	36	37	37	40	42	38	59	67	87
SUNY-Stony Brook	17	16	22	27	15	17	19	25	18	22	32	36
Syracuse	71	72	76	85	77	73	83	84	72	70	81	81
Temple	60	74	71	67	57	72	71	62	85	81	73	60
Tennessee	64	68	77	86	78	74	84	91	72	95	103	51
Texas	86	86	87	74	83	87	91	75	93	95	81	67
Texas A&M	67	79	79	92	76	88	78	88	72	81	88	101
Toronto	16	14	20	3	8	3	10	2	36	32	26	22
Tulane	102	99	99	102	97	101	97	97	72	79	72	67
Utah	98	107	106	94	90	107	107	106	103	106	107	90
Vanderbilt	91	85	84	81	94	91	92	74	72	81	73	67
Virginia	51	62	70	8	54	65	76	94	56	44	54	67
Virginia Tech	72	81	95	80	51	63	73	86	72	70	88	60
Washington	80	83	72	60	87	80	74	67	85	81	54	60
Wahington State	89	88			81	84			92	81		
Washington, St. Louis	101	93	92	78	104	94	82	79	89	81	73	81
Waterloo	25	20	29	23	26	19	28	21	27	27	27	29
Wayne State	57	50	60	44	61	51	66	52	28	25	28	12
Western Ontario	33	25	19	22	27	25	16	19	19	3	3	3
Wisconsin	48	43	46	48	42	43	45	46	37	52	61	50
Yale	20	23	15	18	25	27	24	23	8	17	7	7
York	1	1	2	6	1	1	1	1	24	19	5	4

r - Rankings for FY92 revised from 1991 Survey based on current reports.

TABLE 12: SALARY TRENDS OF SALARIES IN ARL UNIVERSITY LIBRARIES*

Salary figures for the past ten years are converted into index numbers and compared to the Consumer Price Index (CPI), all of which have been converted using July 1983 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS**	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1993	108	8,212	$39,265	$25,000	167.1	166.7	140.2	145.3
1992	107	8,256	38,537	24,000	164.0	160.0	136.2	141.1
1991	107	8,382	36,701	23,800	156.2	158.7	130.7	135.4
1990	107	8,253	34,629	22,000	147.4	146.7	124.0	128.5
1989	107	8,087	32,461	20,400	138.1	136.0	118.3	122.6
1988	106	7,962	30,534	19,460	129.9	129.7	113.6	117.7
1987	105	7,718	28,941	18,250	123.2	121.7	109.6	113.6
1986	105	7,543	27,485	17,500	117.0	116.7	107.6	111.5
1985	104	7,161	26,100	16,500	111.1	110.0	103.9	107.7
1984	103	7,039	24,940	15,778	106.1	105.2	99.6	103.2
1983	100	6,898	23,500	15,000	100.0	100.0	96.5	100.0

Canadian salaries converted to U.S. dollars.
* - Includes law and medical salaries.
** - Beginning Professional Salary.

TABLE 13: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES, BY SALARY AND POSITION, FY1993*

SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$150,000 or more	5									5								
140,000-149,999	1									1								
130,000-139,999	4				1					4								
120,000-129,999	4									4								
110,000-119,999	8									8								
100,000-109,999	20	2						2		19	1							
95,000-99,999	17	3	3					1		17	2	1						
90,000-94,999	15	3	5		1			2		15	2	2						
85,000-89,999	6	5	1			1	1			6	3							
80,000-84,999	14	5	4		6		2	3		14	3	2		1				
75,000-79,999	6	23	16		4			2	2	6	14	7		1				
70,000-74,999	1	25	23		10	4	4	12	2	1	16	10		2	1	1	1	
65,000-69,999	1	25	20		13	16	9	36	6	1	16	9		2	2	1	2	
60,000-64,999		30	32		22	20	10	61	16		19	14		4	3	2	4	1
55,000-59,999	1	22	55		56	45	24	127	111	1	14	24		10	6	4	9	4
50,000-54,999		13	40		58	86	35	194	157		8	17		10	11	6	13	5
48,000-49,999		2	8		29	38	20	79	80		1	3		5	5	3	5	3
46,000-47,999		1	7		36	37	31	102	100		1	3		6	5	5	7	3
44,000-45,999		1	6		33	38	23	115	99		1	3		6	5	4	8	3
42,000-43,999			3		46	46	31	117	139			1		8	6	5	8	5
40,000-41,999			1		56	60	44	129	151					10	8	7	9	5
38,000-39,999			2		32	52	45	94	192			1		6	7	7	6	6
36,000-37,999			1		50	50	44	119	217					9	7	7	8	7
34,000-35,999			1		44	62	60	95	260					8	8	10	6	9
32,000-33,999			1		27	54	60	56	281					5	7	10	4	9
30,000-31,999					27	48	44	64	284					5	6	7	4	9
29,000-29,999			1		4	17	20	13	155					1	2	3	1	5
28,000-28,999					3	20	24	16	164					1	3	4	1	5
27,000-27,999					3	13	20	11	134					1	2	3	1	4
26,000-26,999					1	17	27	10	118						2	4	1	4
25,000-25,999					2	11	11	13	129						1	2	1	4
24,000-24,999					4	7	7	4	82					1	1	1	1	3
23,000-23,999					1	7	5	1	70						1	1	1	2
22,000-22,999					2		4	1	31					1		1	1	1
21,000-21,999							2	2	17							1		1
20,000-20,999					1	1	3	1	3									
19,000-19,999							1		4									
18,000-18,999						1			3									
16,999 or less									1									
TOTAL	103	160	230		572	751	611	1481	3,008	100	100	100		100	100	100	100	100

* Does not include statistics for law and medical libraries.

TABLE 14: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES, BY SEX AND POSITION, FY1993*

SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
150,000 or more	3									2								
140,000-149,999	1																	
130,000-139,999	4																	
120,000-129,999	4				1													
110,000-119,999	6									2								
100,000-109,999	6							2		14	2							
95,000-99,999	9	3	2					1		8		1						
90,000-94,999	11		3					2		4	3	2		1				
85,000-89,999	4	2	1			1	1			2	3							
80,000-84,999	7	2	3		5		1	3		7	3	1		1		1		
75,000-79,999	6	12	7		2			1	2		11	9		2			1	
70,000-74,999	1	13	11		5	1	1	9	1		12	12		5	3	3	3	1
65,000-69,999	1	12	10		8	11	5	19	3		13	10		5	5	4	17	3
60,000-64,999		17	13		12	8	4	25	7		13	19		10	12	6	36	9
55,000-59,999		10	27		28	24	8	50	27	1	12	28		28	21	16	77	84
50,000-54,999		5	17		23	48	20	77	42		8	23		35	38	15	117	115
48,000-49,999		1	5		12	19	5	34	34		1	3		17	19	15	45	46
46,000-47,999		1	3		8	12	14	40	39			4		28	25	17	62	61
44,000-45,999		1	3		14	18	12	40	31			3		19	20	11	75	68
42,000-43,999					14	24	11	32	55			3		32	22	20	85	84
40,000-41,999					18	32	21	48	43			1		38	28	23	81	108
38,000-39,999					8	28	22	35	53			2		24	24	23	59	139
36,000-37,999					11	29	14	33	53			1		39	21	30	86	164
34,000-35,999					11	23	30	41	75			1		33	39	30	54	185
32,000-33,999			1		11	25	23	18	83					16	29	37	38	198
30,000-31,999					11	21	24	21	80					16	27	20	43	204
29,000-29,999						5	8	6	38			1		4	12	12	7	117
28,000-28,999					1	8	11	2	56					2	12	13	14	108
27,000-27,999					1	3	10	5	37					2	10	10	6	97
26,000-26,999						7	12	4	29					1	10	15	6	89
25,000-25,999					1	3	5	5	43					1	8	6	8	86
24,000-24,999						2	1		18					4	5	6	4	64
23,000-23,999						3	3	1	25					1	4	2		45
22,000-22,999					1				17					1		4	1	14
21,000-21,999							1	1	2							1	1	15
20,000-20,999									1					1	1	3		2
19,000-19,999							1		1									3
18,000-18,999															1			3
16,999 or less																		1
TOTAL	63	79	106		206	355	268	555	895	40	81	124		366	343	396	926	2113

* Does not include statistics for law and medical libraries.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1993

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	103	63	40	$100,208	$100,981	$98,989
Associate Director	160	79	81	68,053	67,586	68,509
Assistant Director	230	106	124	61,107	62,581	59,847
Head, Branch	572	206	366	45,554	48,542	43,873
Functional Specialist	611	268	343	38,774	38,865	38,703
Subject Specialist	751	355	396	41,774	42,898	40,767
Dept. Head: Acquisitions	115	45	70	45,638	47,142	44,671
Reference	130	39	91	45,114	44,783	45,256
Cataloging	166	52	114	46,383	48,500	45,418
Serials	49	17	32	45,919	43,181	47,373
Dococuments/Maps	105	46	59	43,558	41,542	45,129
Circulation	98	36	62	40,438	40,558	40,368
Rare Books/Manuscripts	96	58	38	49,370	52,783	44,161
Computer Systems	73	42	31	50,797	51,368	50,024
Other	649	220	429	44,161	45,898	43,270
Reference: Over 14 years experience	579	180	399	42,005	42,116	41,955
10 to 14 years experience	234	61	173	36,207	36,504	36,102
5 to 9 years experience	287	81	206	32,044	32,679	31,794
Under 5 years experience	287	99	188	27,959	27,225	28,346
Catalog: Over 14 years experience	487	150	337	40,382	40,474	40,341
10 to 14 years experience	151	40	111	36,078	37,972	35,395
5 to 9 years experience	193	56	137	32,360	32,420	32,336
Under 5 years experience	214	75	139	28,090	27,849	28,220
Other: Over 14 years experience	244	73	171	41,998	44,587	40,893
10 to 14 years experience	85	17	68	37,116	40,631	36,237
5 to 9 years experience	121	29	92	33,199	34,307	32,850
Under 5 years experience	126	34	92	28,361	28,979	28,132
All Positions	**6,916**	**2,527**	**4,389**	**$42,144**	**$44,464**	**$40,809**

Canadian salaries converted to U.S. dollars.
See Tables 33 and 40 for statistics related to medical and law library salaries.

TABLE 16: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

FISCAL YEAR 1993

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director		7	4	3	$100,682	*	*
Associate Director		3	1	2	*	*	*
Assistant Director		15	4	11	58,610	$56,841	$59,254
Head, Branch		53	14	39	46,077	54,060	43,212
Functional Specialist		60	20	40	38,133	37,753	38,323
Subject Specialist		95	35	60	42,098	47,469	38,965
Dept. Head:	Acquisitions	3	N/A	3	*	N/A	*
	Reference	10	2	8	41,914	*	*
	Cataloging	14	6	8	45,451	52,405	40,234
	Serials	5	2	3	47,302	*	*
	Documents/Maps	5	N/A	5	40,272	N/A	40,272
	Circulation	10	3	7	33,198	*	*
	Rare Books/Manuscripts	2	1	1	*	*	*
	Computer Systems	4	1	3	46,156	*	*
	Other	57	18	39	42,244	42,627	42,067
Reference:	Over 14 years exp.	54	9	45	43,027	40,076	43,617
	10 to 14 years exp.	16	2	14	34,959	*	*
	5 to 9 years exp.	28	4	24	30,808	32,685	30,496
	Under 5 years exp.	38	8	30	28,784	28,689	28,809
Catalog:	Over 14 years exp.	82	26	56	39,257	38,826	39,457
	10 to 14 years exp.	24	7	17	35,253	39,543	33,487
	5 to 9 years exp.	26	6	20	31,580	30,852	31,798
	Under 5 years exp.	28	8	20	28,186	27,368	28,513
Other:	Over 14 years exp.	18	5	13	38,289	39,765	37,721
	10 to 14 years exp.	5	3	2	41,308	*	*
	5 to 9 years exp.	11	4	7	32,258	35,662	30,313
	Under 5 years exp.	14	5	9	25,989	26,356	25,784
All Positions		**687**	**198**	**489**	**$39,737**	**$42,139**	**$38,765**

* - Salary information is not published when fewer than four individuals are involved.
N/A - No positions were reported in this category.

TABLE 17: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1993

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	103	63	40	25.8	27.1	23.9
Associate Director	160	79	81	21.6	21.5	21.6
Assistant Director	230	106	124	20.5	20.3	20.6
Head, Branch	572	206	366	17.7	18.3	17.5
Functional Specialist	611	268	343	12.4	12.9	12.0
Subject Specialist	751	355	396	16.9	17.7	16.1
Dept. Head: Acquisitions	115	45	70	18.6	18.0	19.0
Reference	130	39	91	17.1	16.6	17.3
Catalog	166	52	114	18.0	18.7	17.6
Serials	49	17	32	19.1	18.6	19.4
Documents	77	28	49	19.4	18.0	20.1
Maps	28	18	10	16.7	15.3	19.2
Circulation	98	36	62	14.1	14.4	14.0
Rare Books/Manuscripts	96	58	38	19.5	19.7	19.2
Computer System	73	42	31	14.6	15.6	13.3
Other	649	220	429	16.5	17.2	16.2
Public Services	292	72	220	13.6	14.7	13.3
Technical Services	204	51	153	13.3	13.5	13.2
Administrative Services	80	30	50	12.0	13.6	11.1
Reference	1,387	421	966	13.1	13.0	13.1
Cataloging	1,045	321	724	14.5	14.0	14.7
All Positions	**6,916**	**2,527**	**4,389**	**15.5**	**16.2**	**15.2**

See Tables 34 and 41 for statistics related to medical and law librarians.

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

FISCAL YEAR 1993

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	7	4	3	25.6	26.5	24.3
Associate Director	3	1	2	25.3	21.0	27.5
Assistant Director	15	4	11	20.0	15.8	21.5
Head, Branch	53	14	39	19.8	22.5	18.9
Functional Specialist	60	20	40	12.3	11.6	12.7
Subject Specialist	95	35	60	17.0	19.6	15.3
Dept. Head: Acquisitions	3	N/A	3	16.0	N/A	16.0
Reference	10	2	8	16.6	9.0	18.5
Catalog	14	6	8	18.4	20.2	17.1
Serials	5	2	3	17.6	13.0	20.7
Documents	4	N/A	4	10.3	N/A	10.3
Maps	1	N/A	1	11.0	N/A	11.0
Circulation	10	3	7	12.1	7.7	14.0
Rare Books/Manuscripts	2	1	1	13.0	9.0	17.0
Computer System	4	1	3	10.0	11.0	9.7
Other	57	18	39	17.2	18.7	16.6
Public Services	25	7	18	11.5	13.6	10.7
Technical Services	14	4	10	13.5	12.3	14.0
Administrative Services	9	6	3	10.7	6.2	19.7
Reference	136	23	113	11.8	10.7	12.0
Cataloging	160	47	113	15.5	16.2	15.2
All Positions	**687**	**198**	**489**	**15.1**	**16.0**	**14.8**

Excludes all Canadian libraries.
N/A - No positions were reported in this category.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1993

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	701	252	449	10.1	$28,551	$28,493	$28,583
4-7 years	972	325	647	14.1	32,658	33,367	32,302
8-11 years	898	292	606	13.0	37,470	38,853	36,804
12-15 years	919	324	595	13.3	41,783	43,698	40,740
16-19 years	1,029	37	632	14.8	45,715	47,424	44,642
20-23 years	941	333	608	13.6	48,096	49,559	47,294
24-27 years	765	303	462	11.5	51,426	53,561	50,025
28-31 years	374	163	211	5.0	52,127	54,728	50,117
32-35 years	184	85	99	2.7	51,202	58,468	44,964
Over 35 years	133	53	80	1.9	53,450	63,822	46,579
All Positions	**6,916**	**2,527**	**4,389**	**100.0**	**$42,144**	**$44,464**	**$40,809**

Canadian salaries converted to U.S. dollars; see Table 28 for salaries in Canadian dollars.

TABLE 20: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1993

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	101	29	72	14.7	$29,133	$29,029	$29,175
4-7 years	106	25	81	15.4	33,076	35,333	32,380
8-11 years	82	23	59	12.0	35,305	36,218	34,949
12-15 years	63	18	45	9.1	38,897	41,176	37,986
16-19 years	62	15	47	9.1	43,040	40,610	43,815
20-23 years	104	27	77	15.1	44,406	47,660	43,265
24-27 years	91	34	57	13.2	48,129	48,848	47,700
28-31 years	41	15	26	6.0	52,425	58,895	48,693
32-35 years	14	7	7	22.1	50,701	49,884	51,518
Over 35 yrs	23	5	18	3.3	42,596	50,942	40,277
All Positions	**687**	**198**	**489**	**100.0**	**$39,737**	**$42,139**	**$38,765**

Excludes all Canadian libraries.
N/A - No positions were reported in this category.

TABLE 21: AVERAGE SALARY FOR SELECTED POSITIONS BY YEARS OF EXPERIENCE

FISCAL YEAR 1993

Position	Years of Experience						
	0 - 3 years	4 - 7 years	8 - 11 years	12 - 15 years	16 - 19 years	20 - 23 years	24 or more years
Director	*	*	*	N/A	$87,601	$101,862	$100,966
Associate Director	*	*	$62,446	$65,956	66,973	68,569	70,317
Assistant Director	*	$50,341	57,170	60,123	60,726	60,701	65,285
Head, Branch	$33,172	35,960	41,633	45,832	47,230	49,340	51,946
Functional Speciast	31,978	34,953	40,261	41,562	42,943	46,196	47,533
Subject Specialist	30,097	35,700	39,817	44,131	43,920	45,272	48,766
Dept Head: Acquisitions	35,747	36,534	43,188	47,518	46,829	47,212	49,410
Reference	34,434	40,430	44,046	48,195	46,414	44,832	50,383
Cataloging	36,400	38,824	43,001	45,490	47,076	50,288	50,415
Serials	*	*	42,700	*	44,848	48,958	48,960
Documents/Maps	*	33,272	40,668	46,252	44,647	46,129	48,551
Circulation	32,875	38,154	40,655	38,971	43,680	45,093	42,624
Rare Books/Manuscripts	*	9,374	45,878	N/A	51,984	51,817	52,702
Computer Systems	39,145	50,937	49,152	50,205	53,483	55,031	61,241
Other	32,266	37,242	40,942	45,582	46,867	48,572	52,023

Experience reflects total professional experience.
Canadian salaries converted to U.S. dollars.
Excludes staff in law and medical libraries.
N/A - No positions reported in this category.
* - Salary information is not published when fewer than four individuals are involved.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION

FISCAL YEAR 1993

		ALL COMBINED (108)*		PUBLIC (65)		PRIVATE (30)	
Position		No.	Salary	No.	Salary	No.	Salary
Director		103	$100,208	62	$94,913	29	$115,768
Associate. Director.		160	68,053	98	64,981	43	74,337
Assistant. Director.		230	61,107	131	59,334	83	63,606
Head, Branch		572	45,554	352	43,841	179	47,053
Functional Specialist		611	38,774	348	37,366	207	38,241
Subject Specialist		751	41,774	413	40,627	277	41,832
Dept. Head:	Acquisitions	115	45,638	71	44,734	29	42,898
	Reference	130	45,114	73	44,215	44	44,840
	Cataloging	166	46,383	81	45,695	71	45,756
	Serials	49	45,919	26	44,194	18	46,690
	Documents/Maps	105	43,558	73	42,963	21	39,920
	Circulation	98	40,438	55	39,685	34	38,258
	Rare Books/Manuscripts	96	49,370	55	47,230	31	52,025
	Computer Systems	73	50,797	38	47,886	27	51,407
	Other	649	44,161	374	42,215	197	44,197
Reference:	15 or more years exp.	579	42,005	354	40,339	129	39,716
	10 to 14 years exp.	234	36,207	141	34,873	65	35,504
	5 to 9 years exp.	287	32,044	177	30,554	75	32,373
	Under 5 years exp.	287	27,959	196	26,751	59	29,544
Calatog:	15 or more years exp.	487	40,382	248	38,731	163	38,615
	10 to 14 years exp.	151	36,078	69	33,822	64	36,434
	5 to 9 years exp.	193	32,360	106	30,926	71	32,865
	Under 5 years exp.	214	28,090	118	26,748	86	29,174
Other:	15 or more years exp.	244	41,998	165	41,293	54	39,930
	10 to 14 years exp.	85	37,116	58	35,979	22	38,482
	5 to 9 years exp.	121	33,199	78	32,033	33	34,224
	Under 5 years exp.	126	28,361	80	26,972	37	30,242
All Positions		**6,916**	**$42,144**	**4,040**	**$40,544**	**2,148**	**$42,474**

( ) Indicates number of ARL libraries in each category.

* - Includes 13 Canadian libraries not included in Public/Private columns; Canadian salaries converted to U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 24; Table 26 shows Canadian salaries in Canadian dollars.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF

FISCAL YEAR 1993

Position		Staff Over 124 (3)		Staff 75-124 (28)		Staff 50-74 (31)		Staff 1-49 (45)	
		No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director		3	*	23	$111,642	32	$99,830	45	$92,443
Associate Director		8	$82,034	53	70,936	47	67,235	52	63,704
Assistant Director		9	67,135	65	67,213	76	61,497	80	55,097
Head, Branch		46	52,175	234	46,695	173	44,278	119	42,606
Functional Specialist		69	43,461	208	39,078	205	37,487	129	37,822
Subject Specialist		76	45,647	336	42,192	238	40,695	101	40,012
Dept. Head:	Acquisitions	4	56,482	25	48,310	31	46,005	55	43,428
	Reference	13	46,664	34	48,587	35	43,890	48	43,127
	Cataloging	19	51,697	46	48,844	43	44,442	58	44,130
	Serials	3	*	15	49,103	11	44,925	20	42,226
	Documents/Maps	3	*	30	44,096	30	45,662	42	40,699
	Circulation	12	40,681	21	42,579	28	39,313	37	39,995
	Rare Books/Manuscripts	7	58,761	24	51,785	26	48,794	39	46,583
	Computer Systems	5	65,504	20	57,622	24	48,315	24	44,529
	Other	42	56,758	255	45,771	187	42,000	165	40,914
Reference:	15 or more years exp.	30	52,553	201	42,266	145	41,367	203	40,643
	10 to 14 years exp.	15	41,395	70	37,665	60	35,196	89	34,868
	5 to 9 years exp.	28	36,546	90	31,429	66	31,617	103	31,629
	Under 5 years exp.	16	30,826	73	29,779	86	27,264	112	26,898
Cataloging:	15 or more years exp.	42	46,457	171	40,826	128	39,770	146	38,651
	10 to 14 years exp.	19	39,662	60	36,872	42	35,867	30	32,515
	5 to 9 years exp.	19	35,279	71	32,926	56	31,595	47	31,236
	Under 5 years exp.	20	29,879	72	29,358	62	27,333	60	26,756
Other:	15 or more years exp.	23	48,460	107	42,195	61	41,060	53	39,875
	10 to 14 years exp.	4	40,059	31	40,332	29	36,004	21	33,344
	5 to 9 years exp.	7	34,948	53	32,751	42	34,054	19	31,916
	Under 5 years exp.	9	30,623	46	28,063	29	29,457	42	27,446
All Positions		**551**	**$46,790**	**2,434**	**$42,985**	**1,992**	**$41,473**	**1,939**	**$40,458**

( ) Indicates number of ARL libraries in each category.
* - Salary data are not published when fewer than four individuals are involved.
Canadian salaries converted to U.S. dollars.

TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1993

Position		Northeast: New England (8)	Northeast: Middle Atlantic (14)	North Central: East N.Central (16)	North Central: West N.Central (7)	South: South Atlantic (17)	South: East S.Central (5)	South: West S.Central (8)	West: Mountain (7)	West: Pacific (13)	Canada (13)
Director		$114,038	$115,244	$104,130	$100,460	$96,772	$94,565	$88,947	$87,213	$101,715	$89,959
Associate Director		71,854	78,316	61,183	69,589	63,064	60,116	*	62,440	73,807	69,678
Assistant Director		73,939	63,958	64,634	61,219	53,057	52,225	52,919	56,373	65,906	62,666
Head, Branch		49,761	48,568	43,285	39,827	39,427	39,884	37,475	44,856	50,070	53,716
Functional Specialist		40,769	37,309	35,478	35,756	37,761	32,626	33,871	34,263	44,587	49,493
Subject Specialist		45,562	43,053	38,487	38,280	34,815	31,773	32,893	33,958	49,145	49,277
Dept. Head,	Acquisitions	49,496	44,854	45,923	44,328	41,249	41,921	41,977	40,470	49,610	55,213
	Reference	48,958	45,967	45,996	45,298	40,992	38,076	40,902	41,961	49,911	51,091
	Cataloging	49,833	46,366	44,130	44,135	41,850	38,302	39,081	42,357	52,712	53,543
	Serials	46,364	47,281	50,379	*	43,456	*	38,139	37,361	51,981	52,110
	Documents/Maps	51,645	42,848	41,375	39,191	38,958	34,944	36,231	40,683	51,860	54,450
	Circulation	40,350	37,654	41,619	41,120	36,449	33,705	37,571	35,190	48,311	53,273
	Rare Books/MSS	60,435	53,910	45,481	45,132	45,014	45,318	42,712	43,967	54,084	52,911
	Computer Systems	57,407	51,040	55,660	45,964	44,871	41,978	43,359	41,028	54,664	62,566
	Other	47,767	43,782	42,429	43,014	37,673	35,014	37,151	40,179	52,806	53,399
Reference:	15 or more years exp.	44,493	42,685	37,672	36,778	35,628	32,640	32,830	34,779	47,229	51,222
	10 to 14 years exp.	38,269	36,054	33,567	33,259	32,262	31,176	31,600	31,768	41,308	44,558
	5 to 9 yrs	35,962	31,894	31,584	27,227	27,858	28,053	29,013	28,687	35,645	38,871
	Under 5 years exp.	30,761	29,262	27,434	26,778	25,658	24,457	24,242	25,431	30,668	32,438
Cataloging:	15 or more years exp.	41,623	38,803	36,367	38,471	34,347	34,210	31,261	35,282	47,282	49,559
	10 to 14 years exp.	41,472	34,320	31,852	333,236	30,264	28,014	28,736	29,992	41,638	43,460
	5 to 9 yrs	35,157	33,378	31,133	29,960	28,142	28,421	27,162	27,900	36,237	39,621
	Under 5 years exp.	30,967	29,087	27,270	25,845	25,838	24,896	24,547	27,913	31,542	34,606
Other:	15 or more years exp.	44,076	40,319	40,553	40,227	37,551	35,799	33,683	35,991	48,646	51,118
	10 to 14 years exp.	38,034	36,584	35,645	*	30,199	*	32,104	36,711	45,384	44,287
	5 to 9 years exp.	35,430	33,772	32,515	28,593	27,828	28,624	*	28,678	38,401	38,907
	Under 5 years exp.	35,274	28,142	28,113	23,462	26,932	29,475	25,357	25,160	33,208	32,968
All Positions:	Avg. Salary	$45,504	$42,798	$40,315	$39,391	$37,433	$35,658	$35,723	$36,771	$47,840	$50,053
	No. of Staff	707	1,032	1,112	406	951	256	383	424	917	728

( ) Indicates number of ARL libraries included.
Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved.

Region*	No. of libs.	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(8)	Boston; Brown; Connecticut; Dartmouth; Harvard; Massachusetts Institute of Technology; Massachusetts; Yale	Conn.; Mass.; Me.; N.H.; R.I.; Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J.; N.Y.; Pa.
North Central			
3. East North Central	(16)	Case Western Reserve; Chicago; Cincinnati; Illinois, Chicago; Illinois, Urbana; Indiana; Kent State; Michigan; Michigan State; Notre Dame; Northwestern; Ohio State; Purdue; Southern Illinois; Wayne State; Wisconsin	Ill.; Ind.; Mich.; Ohio; Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington University	Iowa; Kan.; Minn.; Mo.; Neb.; N. Dak.; S. Dak.
South			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Florida State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Maryland; Miami; North Carolina; North Carolina State; South Carolina; Virginia; Virginia Tech	Del.; D.C.; Fla.; Ga.; Md.; N.C.; S.C.; Va.; W. Va.
6. East South Central	(5)	Alabama; Auburn; Kentucky; Tennessee; Vanderbilt	Ala.; Ky.; Miss.; Tenn.
7. West South Central	(8)	Houston; Louisiana State; Oklahoma; Oklahoma State; Rice; Texas; Texas A&M; Tulane	Ark.; La.; Okla.; Tex.
West			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz.; Colo.; Idaho; Mont.; Nev.; N. Mex.; Utah; Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska; Calif.; Hawaii; Ore.; Wash.
Canada	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western Ontario; York	Alta.; B.C.; Man.; N. Br.; Newf.; N.S.; Ont.; P.E.I.; Que.; Sask.

* - *Regions are based on the classification used by the U. S. Bureau of the Census in tabulations of the Current Population Survey.*

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 25-28

TABLE 25: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF EXPERIENCE IN ARL CANADIAN UNIVERSITY LIBRARIES

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exper.
Institution	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1992r	FY 1993	FY 1993
Alberta	67	$53,99?	$56,514	$53,429	$56,263	$32,675	$33,692	16.5
British Columbia	81	55,630	59,268	54,339	58,128	33,720	34,046	17.6
Guelph	23	57,047	62,678	59,167	63,242	32,270	32,270	18.7
Laval	72	57,140	57,137	56,744	56,743	32,530	32,530	19.3
McGill	64	55,515	55,024	52,646	53,253	31,744	31,744	15.4
McMaster	30	53,252	56,531	51,840	55,174	30,977	32,766	17.6
Manitoba	45	51,654	54,940	53,131	55,749	25,810	27,101	17.1
Queen's	36	45,518	48,501	44,249	45,840	30,945	30,945	15.6
Saskatchewan	33	51,284	53,036	51,301	53,851	28,936	28,936	16.2
Toronto	145	53,353	61,650	55,998	64,796	31,500	33,100	18.1
Waterloo	45	50,637	54,412	49,376	53,481	31,431	31,900	15.5
Western Ontario	38	53,360	54,604	53,184	55,155	36,670	37,260	17.4
York	49	61,412	59,630	65,765	65,170	35,910	35,910	17.7

r - Figures revised from 1991 survey.
Excludes Canadian law and medical libraries.
Salaries expressed in Canadian dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 26: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1993

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director		12	7	5	$104,559	$103,813	$105,604
Associate Director		19	10	9	80,987	80,483	81,547
Assistant Director		16	9	7	72,837	75,638	69,235
Head, Branch		41	17	24	62,435	64,124	61,238
Functional Specialst		56	25	31	57,526	55,783	58,932
Subject Specialist		61	29	32	57,275	57,085	57,446
Dept. Head:	Acquisitions	15	9	6	64,174	65,432	62,287
	Reference	13	4	9	59,383	59,916	59,147
	Cataloging	14	4	10	62,233	65,492	60,929
	Serials	5	N/A	5	60,567	N/A	60,567
	Documents/Maps	11	6	5	63,287	60,592	66,522
	Circulation	9	4	5	61,919	62,609	61,367
	Rare Books/Manuscripts	10	7	3	61,498	*	*
	Computer Systems	8	7	1	72,720	*	*
	Other	78	19	59	62,065	62,995	61,766
Reference:	15 or more years exp.	96	30	66	59,535	59,798	59,416
	10 to 14 years exp.	28	4	24	51,790	49,466	52,178
	5 to 9 years exp.	35	7	28	45,180	45,382	45,130
	Under 5 years exp	32	7	25	37,533	37,525	37,535
Cataloging:	15 or more years exp.	76	27	49	57,602	57,181	57,835
	10 to 14 years exp.	18	6	12	50,514	51,686	49,928
	5 to 9 years exp.	16	3	13	46,052	*	*
	Under 5 years exp.	10	4	6	40,222	44,199	37,572
Other:	15 or more years exp.	25	7	18	59,414	59,047	59,557
	10 to 14 years exp.	5	1	4	51,475	*	*
	5 to 9 years exp.	10	1	9	45,222	*	*
	Under 5 years exp.	9	1	8	38,319	*	*
All Positions		**728**	**255**	**473**	**$58,170**	**$60,815**	**$56,743**

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary information is not published when fewer than four individuals are involved.
N/A - No positions were reported for this category.

TABLE 27: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL CANADIAN UNIVERSITY LIBRARIANS

FISCAL YEAR 1993

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	12	7	5	22.2	21.4	23.2
Associate Director	19	10	9	25.4	25.1	25.8
Assistant Director	16	9	7	22.9	24.0	21.6
Head, Branch	41	17	24	17.5	17.4	17.6
Functional Specialist	56	25	31	16.1	15.4	16.6
Subject Specialist	61	29	32	19.8	21.1	18.6
Dept. Head: Acquisitions	15	9	6	19.5	20.1	18.5
Reference	13	4	9	15.2	21.5	12.3
Cataloging	14	4	10	18.6	23.8	16.6
Serials	5	N/A	5	20.2	N/A	20.2
Documents	6	3	3	25.0	21.0	29.0
Maps	5	3	2	23.8	20.7	28.5
Circulation	9	4	5	18.1	21.8	15.2
Rare Books/Manuscripts	10	7	3	17.9	18.1	17.3
Computer Systems	8	7	1	19.0	18.7	21.0
Other	78	19	59	18.7	20.3	18.1
Public Services	30	4	26	13.7	17.8	13.0
Technical Services	14	4	10	13.4	13.3	13.5
Administrative Services	5	2	3	13.6	18.5	10.3
Reference	191	48	43	14.6	16.6	13.9
Cataloging	120	40	80	17.6	17.9	17.5
All Positions	**728**	**255**	**473**	**17.3**	**18.8**	**16.5**

Excludes Canadian law and medical libraries.
Salaries expressed in Canadian dollars.
N/A - No positions reported in this category.

TABLE 28: NUMBER AND AVERAGE SALARIES OF ARL CANADIAN UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1993

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	39	10	29	5.4	$37,716	$38,810	$37,339
4-7 years	85	22	63	11.6	44,196	46,228	43,486
8-11 years	75	18	57	10.3	52,166	53,125	51,864
12-15 years	96	29	67	13.2	56,530	58,020	55,886
16-19 years	116	46	70	16.0	60,000	61,928	58,733
20-23 years	121	48	73	16.6	62,395	63,255	61,829
24-27 years	115	51	64	15.8	67,379	68,026	66,863
28-31 years	59	23	36	8.1	69,074	66,988	70,407
32-35 years	17	7	10	2.3	64,446	71,083	59,800
Over 35 yrs	5	1	4	0.7	70,277	71,419	69,991
All Positions	**728**	**255**	**473**	**100.0**	**$58,170**	**$60,815**	**$56,743**

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary information is not published when fewer than four individuals are involved.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 29-35

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1993

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	3	*	*	$21,500	11.0
Alberta (D)	8	$41,980	$40,587	28,987	11.3
Arizona	17	35,191	36,729	24,000	13.9
Boston University	4	*	*	23,900	N/A
British Columbia (D)	14	49,313	49,236	29,292	16.1
California, Davis	9	42,533	38,496	28,668	10.2
California, Irvine	9	47,312	48,810	28,668	14.9
California, Los Angeles	20	51,744	53,856	28,668	18.0
California, San Diego	9	39,864	37,596	28,668	11.1
Case Western Reserve	14	36,026	38,131	22,250	15.6
Cincinnati	16	36,240	36,422	21,500	14.8
Columbia	14	42,201	40,030	30,000	12.8
Connecticut	16	39,817	36,191	27,700	10.1
Dartmouth	8	34,309	33,990	25,000	8.1
Duke	16	37,268	35,000	26,250	15.8
Emory	14	34,808	33,500	23,000	15.1
Florida	12	32,647	31,538	25,000	16.6
Georgetown	13	39,376	34,890	30,000	11.3
Harvard	25	42,544	38,976	27,400	11.5
Howard	4	*	*	24,833	18.0
Illinois, Chicago	26	36,640	32,719	24,500	12.9
Iowa	8	36,939	34,638	23,555	16.3
Johns Hopkins	40	43,849	39,626	31,000	10.4
Kansas	11	31,548	29,097	23,500	9.1
Kentucky	11	38,538	39,001	23,500	15.3
McGill (D)	8	45,030	41,464	27,311	15.1
McMaster (D)	8	45,103	42,861	28,191	12.5
Manitoba (D)	6	44,406	37,160	23,317	17.3
Miami	10	42,998	42,945	26,000	27.2
Michigan	7	34,941	32,500	26,000	15.4

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.
D - Canadian salaries expressed in U.S. dollars.
* - Salary information is not published for fewer than 4 individuals.

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1993

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Minnesota	11	39,249	39,982	23,508	16.1
Missouri	7	27,802	27,374	22,500	13.3
Nebraska	18	35,084	35,338	20,000	10.3
New Mexico	10	35,991	35,438	26,500	14.9
New York University	17	48,985	44,825	30,000	21.8
North Carolina	23	36,768	36,422	23,522	13.5
Northwestern	12	31,293	28,687	24,500	8.3
Ohio State	9	32,220	29,796	24,000	6.7
Oklahoma	9	28,208	28,665	21,000	8.4
Oklahoma State	3	*	*	22,500	17.0
Pennsylvania	14	36,937	36,875	25,300	17.3
Pennsylvania State	5	36,012	35,412	26,000	13.8
Queen's (D)	7	39,819	39,902	26,624	14.6
Rochester	13	31,937	31,610	21,000	16.2
Saskatchewan (D)	2	*	*	24,895	10.5
Southern Illinois	7	33,895	32,368	26,000	13.0
Stanford	14	45,701	41,001	32,500	18.0
SUNY Buffalo	16	34,362	34,000	23,400	12.0
Temple	10	42,541	41,750	26,000	20.8
Toronto (D)	13	50,016	52,915	28,478	17.9
Tulane	7	31,883	30,150	24,000	20.4
Utah	8	34,673	32,628	22,560	15.4
Vanderbilt	8	37,619	37,300	24,000	18.3
Virginia	14	31,430	30,000	24,000	9.9
Washington	20	37,629	36,996	24,500	13.0
Washington University	16	38,254	34,448	25,000	18.3
Wayne State	3	*	*	29,000	9.7
Western Ontario (D)	6	40,383	40,754	32,057	10.7
Wisconsin	17	36,864	35,280	25,076	16.4
Yale	11	44,082	41,240	30,000	14.8

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.
D - Canadian salaries expressed in U.S. dollars.
* - Salary information is not published for fewer than 4 individuals.

TABLE 30: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 30,000 and over	5 - 24,000-24,999
2 - 28,000-29,999	6 - 23,000-23,999
3 - 26,000-27,999	7 - 22,000-22,999
4 - 25,000-25,999	8 - below 22,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	SUNY Buffalo	$32,500		30	Wayne State	$25,000
	2	Wisconsin	32,057				
	3	Johns Hopkins	31,000	5	33	Saskatchewan	24,895
	4	Columbia	30,000		34	Howard	24,833
	4	Georgetown	30,000		35	Illinois, Chicago	24,500
	4	New York University	30,000		35	Northwestern	24,500
	4	Yale	30,000		35	Washington University	24,500
					38	Arizona	24,000
2	8	British Columbia	29,292		38	Ohio State	24,000
	9	Western Ontario	29,000		38	Southern Illinois	24,000
	10	Alberta	28,987		38	Utah	24,000
	11	California, Davis	28,668		38	Virginia	24,000
	11	California, Irvine	28,668		38	Washington	24,000
	11	California, Los Angeles	28,668				
	11	California, San Diego	28,668	6	44	Boston University	23,900
	15	Tulane	28,478		45	Iowa	23,555
	16	McMaster	28,191		46	North Carolina	23,522
					47	Minnesota	23,508
3	17	Connecticut	27,700		48	Kansas	23,500
	18	Harvard	27,400		48	Kentucky	23,500
	19	McGill	27,311		50	Temple	23,400
	20	Queen's	26,624		51	Manitoba	23,317
	21	New Mexico	26,500		52	Emory	23,000
	22	Duke	26,250				
	23	Miami	26,000	7	53	Vanderbilt	22,560
	23	Michigan	26,000		54	Missouri	22,500
	23	Pennsylvania State	26,000		54	Oklahoma State	22,500
	23	Stanford	26,000		56	Case Western Reserve	22,250
	23	Toronto	26,000				
				8	57	Alabama	21,500
4	28	Pennsylvania	25,300		57	Cincinnati	21,500
	29	Yale	25,076		59	Oklahoma	21,000
	30	Dartmouth	25,000		59	Rochester	21,000
	30	Florida	25,000		61	Nebraska	20,000

Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

TABLE 31: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 44,000 and over
2 - 41,000-43,999
3 - 39,000-40,999
4 - 37,000-398999
5 - 35,000-36,999
6 - 33,000-34,999
7 - 31,000-32,999
8 - 29,000-30,999
9 - below 29,000

Group	Rank	Institution	Salary
1	1	California, Los Angeles	$53,856
	2	Toronto	52,915
	3	British Columbia	49,236
	4	California, Irvine	48,810
	5	New York University	44,825
2	6	Miami	42,945
	7	McMaster	42,861
	8	Temple	41,750
	9	McGill	41,464
	10	Yale	41,240
	11	Stanford	41,001
3	12	Western Ontario	40,754
	13	Alberta	40,587
	14	Columbia	40,030
	15	Minnesota	39,982
	16	Queen`s	39,902
	17	Johns Hopkins	39,626
	18	Kentucky	39,001
4	19	Harvard	38,976
	20	California, Davis	38,496
	21	Case Western Reserve	38,131
	22	California, San Diego	37,596
	23	Vanderbilt	37,300
	24	Manitoba	37,160
5	25	Washington	36,996
	26	Pennsylvania	36,875
	27	Arizona	36,729
	28	North Carolina	$36,422
	29	Cincinnati	36,422
	30	Connecticut	36,191
	31	New Mexico	35,438
	32	Pennsylvania State	35,412
	33	Nebraska	35,338
	34	Wisconsin	35,280
	35	Duke	35,000
6	36	Georgetown	34,890
	37	Iowa	34,638
	38	Washington University	34,448
	39	SUNY Buffalo	34,000
	40	Dartmouth	33,990
	41	Emory	33,500
7	42	Illinois, Chicago	32,719
	43	Utah	32,628
	44	Michigan	32,500
	45	Southern Illinois	32,368
	46	Rochester	31,610
	47	Florida	31,538
8	48	Tulane	30,150
	49	Virginia	30,000
	50	Ohio State	29,796
	51	Kansas	29,097
9	52	Northwestern	28,687
	53	Oklahoma	28,665
	54	Missouri	27,374

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of medians.
Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 32: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 47,000 and over
2 - 44,000-46,999
3 - 41,000-43,999
4 - 39,000-40,999
5 - 37,000-38,999
6 - 35,000-36,999
7 - 33,000-34,999
8 - 31,000-32,999
9 - below 30,000

Group	Rank	Institution	Salary
1	1	California, Los Angeles	$51,744
	2	Toronto	50,016
	3	British Columbia	49,313
	4	New York University	48,985
	5	California, Irvine	47,312
2	6	Stanford	45,701
	7	McMaster	45,103
	8	McGill	45,030
	9	Manitoba	44,406
	10	Yale	44,082
3	11	Johns Hopkins	43,849
	12	Miami	42,998
	13	Harvard	42,544
	14	Temple	42,541
	15	California, Davis	42,533
	16	Columbia	42,201
	17	Alberta	41,980
4	18	Western Ontario	40,383
	19	California, San Diego	39,864
	20	Queen's	39,819
	21	Connecticut	39,817
	22	Georgetown	39,376
	23	Minnesota	39,249
5	24	Kentucky	38,538
	25	Washington University	38,254
	26	Washington	37,629
	27	Vanderbilt	37,619
	28	Duke	$37,268
6	29	Iowa	36,939
	30	Pennsylvania	36,937
	31	Wisconsin	36,864
	32	North Carolina	36,768
	33	Illinois, Chicago	36,640
	34	Cincinnati	36,240
	35	Case Western Reserve	36,026
	36	Pennsylvania State	36,012
	37	New Mexico	35,991
	38	Arizona	35,191
	39	Nebraska	35,084
7	40	Michigan	34,941
	41	Emory	34,808
	42	Utah	34,673
	43	SUNY Buffalo	34,362
	44	Dartmouth	34,309
	45	Southern Illinois	33,895
8	46	Florida	32,647
	47	Ohio State	32,220
	48	Rochester	31,937
	49	Tulane	31,883
	50	Kansas	31,548
	51	Virginia	31,430
	52	Northwestern	31,293
9	53	Oklahoma	28,208
	54	Missouri	27,802

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of averages.
Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS

FISCAL YEAR 1993

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director, Medical Library		55	23	32	$76,827	$75,048	$78,106
Associate Director		21	1	20	53,374	*	*
Assistant Director		40	12	28	46,307	51,557	44,056
Head, Medical Branch		16	3	13	46,598	*	*
Functional Specialist		60	32	28	37,272	39,463	34,769
Subject Specialist		22	5	17	39,055	41,363	38,376
Dept. Head:	Acquisitions	17	3	14	38,482	*	*
	Reference	33	3	30	42,438	*	*
	Cataloging	19	3	16	39,516	*	*
	Serials	13	1	12	36,022	*	*
	Documents/Maps	1	N/A	1	*	N/A	*
	Circulation	14	2	12	36,474	*	*
	Rare Books/Manuscripts	11	3	8	40,828	*	*
	Computer Systems	8	5	3	46,976	*	*
	Other	66	12	54	44,997	48,420	44,236
Reference:	15 or more years exp.	63	8	55	39,958	42,291	39,619
	10 to 14 years exp.	38	9	29	38,539	37,210	38,951
	5 to 9 years exp.	52	9	43	34,462	33,573	34,648
	Under 5 years exp.	62	13	49	28,326	30,289	27,806
Cataloging:	15 or more years exp.	8	1	7	45,535	*	*
	10 to 14 years exp.	5	1	4	31,416	*	*
	5 to 9 years exp.	10	1	9	29,805	*	*
	Under 5 years exp.	5	N/A	5	30,107	N/A	30,107
Other:	15 or more years exp.	26	5	21	44,368	42,729	44,758
	10 to 14 years exp.	19	5	14	34,465	32,888	35,028
	5 to 9 years exp.	11	2	9	33,315	*	*
	Under 5 years exp.	15	1	14	29,283	*	*
All Positions		**710**	**163**	**547**	**$41,938**	**$45,658**	**$40,830**

Canadian salaries converted to U.S. dollars.
* - Salary information is not published when fewer than four individuals are involved.
N/A - No positions were reported for this category.

TABLE 34: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS

FISCAL YEAR 1993

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director, Medical Library	55	23	32	23.3	24.6	22.3
Associate Director	21	1	20	20.4	18.0	20.6
Assistant Director	40	12	28	17.9	17.2	18.1
Head, Branch	16	3	13	19.3	26.0	17.8
Functional Specialist	60	32	28	9.9	11.1	8.5
Subject Specialist	22	5	17	13.4	6.8	5.4
Dept. Head: Acquisitions	17	3	14	14.6	14.7	14.6
Reference	33	3	30	14.8	19.0	14.3
Cataloging	19	3	16	17.4	13.7	18.1
Serials	13	1	12	14.8	4.0	15.8
Documents	1	N/A	1	24.0	N/A	24.0
Circulation	14	2	12	12.8	8.5	13.5
Rare Books/MSS	11	3	8	16.6	15.3	17.1
Computer System	8	5	3	13.5	15.2	10.7
Other	66	12	54	15.7	17.0	15.5
Public Services	41	8	33	11.8	14.0	11.2
Technical Services	21	3	18	11.5	15.7	10.8
Administrative Services	9	2	7	13.6	12.0	14.0
Reference	215	39	176	11.3	9.8	11.6
Cataloging	28	3	25	12.9	21.0	11.9
All Positions	**710**	**163**	**547**	**14.1**	**14.6**	**14.0**

N/A - No positions reported in this category.

TABLE 35: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1993

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	91	19	72	12.8	$30,267	$31,111	$30,045
4-7 years	100	28	72	14.1	33,682	36,213	32,697
8-11 years	116	20	96	16.3	37,272	39,215	36,867
12-15 years	117	29	88	16.5	41,290	43,652	40,511
16-19 years	99	24	75	14.0	46,874	52,090	45,204
20-23 years	88	15	73	12.4	49,084	53,976	48,079
24-27 years	42	9	33	5.9	53,139	56,521	52,217
28-31 years	26	11	15	3.6	61,464	69,733	55,400
32-35 years	15	4	11	2.1	58,879	50,224	62,026
Over 35 yrs	16	4	12	2.8	51,647	62,629	47,986
All Positions	**710**	**163**	**547**	**100.0**	**$41,938**	**$45,658**	**$40,830**

Canadian salaries converted to U.S. dollars.

ARL UNIVERSITY LAW LIBRARIES

Tables 36-42

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1993

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	5	$30,013	$30,790	$20,000	10.4
Alberta (D)	5	42,335	40,135	28,987	15.6
Arizona	7	34,657	36,784	28,000	18
Arizona State	7	43,389	43,329	25,000	18.9
Boston University	10	39,678	35,500	29,000	10.5
British Columbia (D)	3	*	*	29,292	26.0
California Berkeley	12	49,772	47,124	28,668	12.8
California Davis	5	54,095	65,340	28,668	17.8
California Los Angeles	9	51,236	50,496	28,668	15.3
Case Western Reserve	9	32,058	28,850	23,000	9.9
Cincinnati	9	35,608	35,779	21,500	13.4
Colorado	7	37,132	36,851	25,500	12.9
Columbia	13	45,415	44,224	30,000	11.8
Connecticut	6	42,451	39,151	28,900	9.3
Cornell	7	38,715	34,885	24,200	12.9
Duke	9	40,771	38,884	26,250	11.3
Emory	7	40,289	41,560	23,000	14.6
Florida	11	35,323	35,150	25,000	15.1
Florida State	7	34,913	34,680	25,000	13.6
Georgetown	21	46,240	42,300	30,000	12.5
Georgia	6	37,504	35,295	22,800	28.8
Harvard	34	48,299	48,563	27,400	13.0
Hawaii	5	42,243	43,182	33,312	13.8
Houston	9	29,967	29,245	26,000	14.0
Howard	2	*	*	27,883	10.5
Illinois, Urbana	6	42,613	32,410	23,500	16.0
Indiana	9	37,441	37,384	25,375	8.6
Iowa	12	37,999	37,010	23,555	11.9
Kansas	5	30,909	31,711	22,000	15.2
Kentucky	4	*	*	23,500	14.0
Louisiana State	12	34,331	32,000	23,000	13.2
McGill (D)	5	50,271	50,147	27,311	17.6
Manitoba (D)	3	*	*	23,317	8.3
Miami	12	35,435	32,000	28,000	12.6

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.
D - Canadian salaries expressed in U.S. dollars.
* - Salary information is not published for fewer than 4 individuals.

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1993

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Michigan	10	42,109	36,067	28,000	13.3
Minnesota	10	39,604	36,625	28,000	12.0
Missouri	6	28,693	29,400	22,000	13.3
Nebraska	5	35,219	35,183	24,000	10.6
New Mexico	4	*	*	26,000	16.5
New York University	16	49,888	46,900	32,000	10.4
North Carolina	9	34,703	29,653	22,500	14.2
Northwestern	12	42,751	39,690	24,500	14.6
Notre Dame	7	42,087	39,660	26,780	8.3
Ohio State	9	34,425	32,850	27,000	9.3
Oklahoma	6	31,684	32,500	21,100	9.3
Oregon	5	34,456	31,879	22,500	9.8
Pennsylvania	17	41,328	39,575	25,300	12.2
Queen's (D)	4	*	*	26,624	16.5
Saskatchewan (D)	2	*	*	24,895	18.5
South Carolina	7	32,315	32,418	25,000	15.6
Southern Illinois	7	42,402	40,642	30,000	14.1
Stanford	9	50,490	49,900	32,500	25.0
SUNY Buffalo	8	39,221	39,729	23,400	14.5
Temple	9	34,574	31,998	21,000	17.0
Tennessee	5	40,136	37,181	25,000	19.4
Texas	25	34,305	30,068	25,250	13.0
Toronto (D)	6	45,713	49,013	28,478	11.0
Tulane	9	35,129	33,325	24,000	9.6
Utah	7	33,425	32,936	23,000	8.4
Vanderbilt	8	39,744	34,920	24,000	16.9
Virginia	11	41,910	40,750	24,000	15.5
Washington	12	39,275	35,724	32,000	13.2
Washington University	7	30,739	31,438	25,000	9.4
Wayne State	5	40,973	44,524	29,000	16.4
Western Ontario (D)	2	*	*	32,057	20.0
Wisconsin	13	35,362	31,831	25,076	12.1
Yale	14	46,106	42,020	30,000	12.1
York (D)	7	44,898	39,005	30,896	16.9

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.
D - Canadian salaries expressed in U.S. dollars.
* - Salary information is not published for fewer than 4 individuals.

TABLE 37: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 30,000 and over
2 - 29,000-29,999
3 - 28,000-28,999
4 - 27,000-27,999
5 - 26,000-26,999
6 - 25,000-25,999
7 - 24,000-24,999
8 - 23,000-23,999
9 - below 23,000

Group	Rank	Institution	Salary
1	1	Hawaii	$33,312
	2	SUNY Buffalo	32,500
	3	Wisconsin	32,057
	4	North Carolina	32,000
	4	Washington University	32,000
	6	York	30,896
	7	Columbia	30,000
	7	Georgetown	30,000
	7	Stanford	30,000
	7	York	30,000
2	11	British Columbia	29,292
	12	Boston University	29,000
	12	Western Ontario	29,000
3	14	Alberta	28,987
	15	Connecticut	28,900
	16	California,Berkeley	28,668
	16	California, Davis	28,668
	16	California, Los Angeles	28,668
	19	Tulane	28,478
	20	Arizona	28,000
	20	Michigan	28,000
	20	Minnesota	28,000
	20	Missouri	28,000
4	24	Howard	27,883
	25	Harvard	27,400
	26	McGill	27,311
	27	Oklahoma	27,000
5	28	Ohio State	26,780
	29	Saskatchewan	26,624
	30	Duke	26,250
	31	Houston	26,000
	31	New York University	26,000
6	33	Colorado	25,500
	34	Indiana	25,375
	35	Queen's	$25,300
	36	Toronto	25,250
	37	Yale	25,076
	38	Arizona State	25,000
	38	Florida	25,000
	38	Florida State	25,000
	38	Southern Illinois	25,000
	38	Texas	25,000
	38	Wayne State	25,000
7	44	South Carolina	24,895
	45	Notre Dame	24,500
	46	Cornell	24,200
	47	New Mexico	24,000
	47	Utah	24,000
	47	Virginia	24,000
	47	Washington	24,000
8	51	Iowa	23,555
	52	Illinois, Urbana	23,500
	52	Kentucky	23,500
	54	Temple	23,400
	55	Manitoba	23,317
	56	Case Western Reserve	23,000
	56	Emory	23,000
	56	Louisiana State	23,000
	56	Vanderbilt	23,000
9	60	Georgia	22,800
	61	Northwestern	22,500
	61	Pennsylvania	22,500
	63	Miami	22,177
	64	Kansas	22,000
	64	Nebraska	22,000
	66	Cincinnati	21,500
	67	Oregon	21,100
	68	Tennessee	21,000
	69	Alabama	20,000

Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

TABLE 38: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 49,000 and over	6 - 37,000-38,999
2 - 46,000-48,999	7 - 35,000-36,999
3 - 43,000-45,999	8 - 33,000-34,999
4 - 41,000-42,999	9 - 31,000-32,999
5 - 39,000-40,999	10 - below 31,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	California, Davis	$65,340	7	29	Colorado	$36,851
	2	California, Los Angeles	50,496		30	Arizona	36,784
	3	McGill	50,147		31	Minnesota	36,625
	4	Stanford	49,900		32	Michigan	36,067
	5	Toronto	49,013		33	Cincinnati	35,779
					34	Washington	35,724
2	6	Harvard	48,563		35	Boston University	35,500
	7	California, Berkeley	47,124		36	Georgia	35,295
	8	New York University	46,900		37	Nebraska	35,183
					38	Florida	35,150
3	9	Wayne State	44,524				
	10	Columbia	44,224	8	39	Vanderbilt	34,920
	11	Arizona State	43,329		40	Cornell	34,885
	12	Hawaii	43,182		41	Florida State	34,680
					42	Tulane	33,325
4	13	Georgetown	42,300				
	14	Yale	42,020	9	43	Utah	32,936
	15	Emory	41,560		44	Ohio State	32,850
					45	Oklahoma	32,500
5	16	Virginia	40,750		46	South Carolina	32,418
	17	Southern Illinois	40,642		47	Illinois, Urbana	32,410
	18	Alberta	40,135		48	Louisiana State	32,000
	19	SUNY Buffalo	39,729		49	Miami	32,000
	20	Northwestern	39,690		50	Temple	31,998
	21	Notre Dame	39,660		51	Oregon	31,879
	22	Pennsylvania	39,575		52	Wisconsin	31,831
	23	Connecticut	39,151		53	Kansas	31,711
	24	York	39,005		54	Washington University	31,438
6	25	Duke	38,884	10	55	Alabama	30,790
	26	Indiana	37,384		56	Texas	30,068
	27	Tennessee	37,181		57	North Carolina	29,653
	28	Iowa	37,010		58	Missouri	29,400
					59	Houston	29,245
					60	Case Western Reserve	28,850

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of medians.
Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 39: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 48,000 and over	6 - 37,000-38,999
2 - 45,000-47,999	7 - 35,000-36,999
3 - 43,000-44,999	8 - 33,000-34,999
4 - 41,000-42,999	9 - 31,000-32,999
5 - 39,000-40,999	10 - below 31,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	California, Davis	$54,095		32	SUNY Buffalo	$39,221
	2	California, Los Angeles	51,236				
	3	Stanford	50,490	6	33	Cornell	38,715
	4	McGill	50,271		34	Iowa	37,999
	5	New York University	49,888		35	Georgia	37,504
	6	California, Berkeley	49,772		36	Indiana	37,441
	7	Harvard	48,299		37	Colorado	37,132
2	8	Georgetown	46,240	7	38	Cincinnati	35,608
	9	Yale	46,106		39	Miami	35,435
	10	Toronto	45,713		40	Wisconsin	35,362
	11	Columbia	45,415		41	Florida	35,323
					42	Nebraska	35,219
3	12	York	44,898		43	Tulane	35,129
	13	Arizona State	43,389				
				8	44	Florida State	34,913
	14	Northwestern	42,751		45	North Carolina	34,703
	15	Illinois, Urbana	42,613		46	Arizona	34,657
	16	Connecticut	42,451		47	Temple	34,574
	17	Southern Illinois	42,402		48	Oregon	34,456
	18	Alberta	42,335		49	Ohio State	34,425
	19	Hawaii	42,243		50	Louisiana State	34,331
	20	Michigan	42,109		51	Texas	34,305
	21	Notre Dame	42,087		52	Utah	33,425
	22	Virginia	41,910				
	23	Pennsylvania	41,328	9	53	South Carolina	32,315
					54	Case Western Reserve	32,058
5	24	Wayne State	40,973		55	Oklahoma	31,684
	25	Duke	40,771				
	26	Emory	40,289	10	56	Kansas	30,909
	27	Tennessee	40,136		57	Washington University	30,739
	28	Vanderbilt	39,744		58	Alabama	30,013
	29	Boston University	39,678		59	Houston	29,967
	30	Minnesota	39,604		60	Missouri	28,693
	31	Washington	39,275				

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of averages.
Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 40: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS

FISCAL YEAR 1993

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director, Law Library		61	37	24	$87,425	$88,833	$85,255
Associate Director		32	10	22	55,917	55,004	56,331
Assistant Director		27	9	18	51,350	49,559	52,245
Head, Branch		1	N/A	1	*	N/A	*
Functional Specialist		31	18	13	36,919	34,456	40,328
Subject Specialist		14	2	12	39,733	*	*
Dept. Head:	Acquisitions	26	5	21	39,158	39,660	39,038
	Reference	26	6	20	43,162	44,324	42,813
	Cataloging	32	5	27	39,137	43,878	38,259
	Serials	8	1	7	33,502	*	*
	Documents/Maps	12	1	11	33,817	*	*
	Circulation	23	5	8	36,465	35,678	36,683
	Rare Books/MSS	27	4	3	43,214	*	*
	Computer Systems	10	6	4	38,621	36,849	41,279
	Other	57	22	35	45,416	46,922	44,469
Reference:	15 or more years exp.	32	14	18	42,131	44,129	40,577
	10 to 14 years exp.	20	7	13	39,439	38,669	39,854
	5 to 9 years exp.	27	7	20	38,193	35,014	39,305
	Under 5 years exp.	41	14	27	32,006	32,775	31,607
Cataloging:	15 or more years exp.	26	7	19	37,281	40,773	35,995
	10 to 14 years exp.	18	2	16	35,322	*	*
	5 to 9 years exp.	11	4	7	33,057	34,964	31,968
	Under 5 years exp.	10	1	9	28,749	*	*
Other:	15 or more years exp.	15	3	12	42,150	48,682	40,517
	10 to 14 years exp.	6	N/A	6	38,920	N/A	38,920
	5 to 9 years exp.	6	3	3	40,244	*	*
	Under 5 years exp.	7	2	5	29,611	*	*
All Positions		**586**	**195**	**391**	**$45,183**	**$50,173**	**$42,694**

Canadian salaries converted to U.S. dollars.
- Salary information is not published when fewer than four individuals are involved.
N/A - No positions were reported for this category.

TABLE 41: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS

FISCAL YEAR 1993

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director, Law Library	61	37	24	22.0	21.8	22.2
Associate Director	32	10	22	17.4	19.4	16.5
Assistant Director	27	9	18	17.6	13.9	19.4
Head, Branch	1	N/A	1	11.0	N/A	11.0
Functional Spec.	31	18	13	8.1	6.1	10.9
Subject Specialist	14	2	12	14.8	35.0	11.4
Dept. Head: Acquisitions	26	5	21	14.2	11.0	14.9
Reference	26	6	20	12.7	11.5	13.1
Cataloging	32	5	27	12.8	11.6	13.0
Serials	8	1	7	4.7	4.0	4.9
Documents	12	1	11	12.4	4.0	13.2
Circulation	23	5	18	9.9	6.4	10.9
Rare Books/Manuscripts	7	4	3	11.9	10.0	14.3
Computer Systems	10	6	4	12.5	11.7	13.8
Other	57	22	35	14.0	12.5	15.0
Public Services	15	6	9	10.6	9.5	11.3
Technical Services	14	2	12	13.5	15.5	13.2
Administrative Services	5	N/A	5	15.0	N/A	15.0
Reference	120	42	78	10.3	12.1	9.3
Cataloging	65	14	51	13.3	14.5	13.0
All Positions	**586**	**195**	**391**	**13.5**	**13.9**	**13.3**

N/A - No positions reported in this category.

TABLE 42: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1993

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	69	23	46	11.8	$31,556	$31,974	$31,347
4-7 years	107	41	66	18.2	36,361	37,274	35,794
8-11 years	77	26	51	13.2	40,050	42,374	38,865
12-15 years	106	28	78	18.1	45,401	50,847	43,446
16-19 years	97	27	70	16.5	49,539	58,984	45,896
20-23 years	64	17	47	10.9	56,146	68,082	51,829
24-27 years	37	16	21	6.3	63,180	72,246	56,272
28-31 years	10	5	5	1.8	58,035	65,009	51,060
32-35 years	9	7	2	1.5	53,835	58,213	38,511
Over 35 yrs	10	5	5	1.7	71,182	71,263	71,100
All Positions	**586**	**195**	**391**	**100.0**	**$45,183**	**$50,173**	**$42,694**

Canadian salaries converted to U.S. dollars.

ARL SALARY SURVEY 1991

Questionnaires and Instructions

ARL SALARY SURVEY 1992
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc. There are no optional categories as in last year's survey.

2. Individual salaries for the general, law, and medical library may be reported on the enclosed disk, using LOTUS 1-2-3 or Microsoft Excel (for Macintosh users). See "Instructions for Data Inputters" for each software package. Please DO NOT alter the worksheets on the disks in any way; do not change any page or line numbers. We **cannot** accept data in WordPerfect format because of uploading and conversion problems. If you are not able to produce data that can be saved in either Lotus or Excel, please submit your data using the printed forms. [If you have a word processing file with your data in properly labeled columns, you may submit a print-out of that file in lieu of the pre-printed forms.]

3. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

4. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

5. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.

6. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.

7. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

8. All numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

11. The questionnaire should be returned to the ARL Office by August 31, 1992. If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey **and a printout of the data file**. **Be sure to keep a complete copy of your return, including the diskette, for your files**.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the completed fiscal year 1991-92, as well as the current fiscal year, 1992-93. Please note that you do not need to report the salary figures for the previous year (1991-92) *unless* there has been substantial revision.

2. Please include the Beginning Professional Salary, Median Salary and Average Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.

3. **Question 1.** The Beginning Professional Salary is the salary that **would** be paid to a **newly-hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

   a) Please consult the published survey for 1991. Was the reported figure for Beginning Professional Salary accurate for the fiscal year **1991-92**, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

   b) Please report the **1992-93** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 1992. Do not delay returning your survey in the expectation that more information will be available later; revisions can be reported next year.

4. **Question 2.** The Median Salary is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them. The salary of the library director should not be included in the determination of the median.

   Your library's Median Professional Salary for 1991-92 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the **1991-92** salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1991-92 median salary in your library) please supply an updated figure.

5. **Question 3.** The Average Salary is calculated from the total of all professional salaries in the institution. If the **1991-92** salaries in your institution were substantially revised since last year's survey, please calculate and report a revised figure. Do not include the salary of the director when calculating the average.

6. The 1992-93 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

7. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1992-93. Information on sex, minority status, rank, and years of experience is requested for filled positions. No optional data are requested this year. The survey requests information for individuals; aggregate data for each institution will be generated by computer.

2. Data for the general, law, and medical libraries may be reported on the enclosed microcomputer diskette; see #4 below for specific instructions.

3. Survey Form. If you are not able to submit the data on the diskette, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a print-out from a word-processing document with all columns correctly ordered and labeled.

   If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

   The left-hand column labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. Diskette. The floppy diskette contains data input files for general, law, and medical library data in Lotus 1-2-3 or Microsoft Excel formats. They are labeled as follows:

	Lotus 1-2-3	Excel
General	ARL2xxxx.WKS	ARL2xxxx.X1
Law	LAW2xxxx.WKS	LAW2xxxx.X1
Medical	MED2xxxx.WKS	MED2xxxx.X1

   xxxx = Library identification number; see label on the enclosed diskette. The id number is only four digits, as compared to five prior to 1991; the final zero has been dropped. The file names this year have a "2" preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

   The files contain empty worksheets with columns labelled as follows:

   Name/ID# LibID Page Line Salary Job Sex OEOcat Yrsexp Rank

   The first entry in the column labelled "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. If the diskette has been damaged in any way, or if the number in the LibID column is not the same as the number printed on the return address label (on the diskette mailer), please call the ARL Office for instructions.

   Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers; please do not submit data using word processing software** (use printed sheets instead).

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. Salary. Enter the individual salaries ***as they exist*** on July 1, 1992. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

   Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. Position Code (Job). The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

   Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSER	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch: Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS). The "specialist" category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads*. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. Sex. Indicate either M or F, for male and female, respectively, or V if the position is vacant. Please use only the letter indicated; do not spell out the word.

8. Minority status code (OEOCat). U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant):

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian/Other

9. Total years of professional experience (Yrsexp). Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. Rank. Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

    If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

    Do not use roman numeral rank levels. Convert your local ranking system if necessary.

    Complete the column labeled "Rank Code" using the following codes:

    0 A rank normally occupied solely by the library director and/or assistant and associate directors.

    9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.

    1 Lowest level in the rank structure.

    2 Next highest level in the rank structure.

    3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

    When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1992
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

		Main	Law	Medical
1.	**Beginning Professional Salary**			
a.	If 1991-92 salary reported last year has been revised, please report correct **1991-92** beginning professional salary:	_____	_____	_____
b.	Beginning professional salary for **1992-93**.	_____	_____	_____
2.	**Median Professional Salary**			
	If salaries reported last year have been substantially revised, please report correct **1991-92 median** professional salary.	_____	_____	_____
3.	**Average Professional Salary**			
	If salaries reported last year have been substantially revised, please report correct **1991-92 average** professional salary.	_____	_____	_____

(**Note:** ARL will calculate the **1992-93 median and average** professional salaries for your library from the data you supply in Part II of this questionnaire.)

1527 New Hampshire Avenue, N.W., Washington, D.C. 20036
202-232-2466 FAX 202-462-7849

4. **Footnotes** (Please compare with footnotes from surveys of previous years.)

a. Figures includes salaries for main campus only.

_____ Yes _____ No _____ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

_____

_____

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the ARL Office by **August 31, 1992**.

ARL SALARY SURVEY 1992
University Library Questionnaire

Part II: Individual Data

Office Use Only	

☐ Check here if this sheet is for Medical Library only

☐ Check here if this sheet is for Law Library only

CONFIDENTIAL

DETACH BEFORE MAILING FORM BACK TO THE ARL OFFICE

Reporting Library _____

Sheet Number _____

Staff Member name or I.d.	Seq. No.	Salary July 1, 1992 *(See Instructions)*	Position Code *(See instructions)*	leave blank	Sex (M or F)	Minority Status Code *(See instructions)*	Total Years Prof. Exper.	Rank Code *(See instructions)*
	1							
	2							
	3							
	4							
	5							
	6							
	7							
	8							
	9							
	10							
	11							
	12							
	13							
	14							
	15							
	16							
	17							
	18							
	19							
	20							
	21							
	22							
	23							
	24							
	25							

ARL SALARY SURVEY 1992
Nonuniversity Library Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or the salary level at which the position is most likely to be filled.

3. Report 1992-93 salaries ***as they exist*** on July 1, 1992. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by **August 31, 1992.**

ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1992
Nonuniversity Library Questionnaire

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1991-92 and 1992-93.

2. Median professional salary in fiscal year 1991-92. _____

3. Median professional salary for for fiscal year 1992-93. _____

4. Beginning professional salary in 1991-92. _____

5. Beginning professional salary for 1992-93. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   _____ Yes _____ No _____ We do not have a Law Library.

   b. Medical Library salaries are included.

   _____ Yes _____ No _____ We do not have a Medical Library.

   c. Branch libraries not included:

   _____

   _____

7. Other comments:

   _____

   _____

Please return this form to the ARL Office by **August 31, 1992**.

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202-232-2466 FAX 202-462-7849

Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1991-92 and 1992-93.

Salary Range	Number of Positions 1991-92	1992-93
$100,000 or more		
95,000 - - - 99,999		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,000 - - - 16,999		
15,000 - - - 15,999		
14,999 or less		
Total Number of Positions		

Please return this form to the ARL Office by **August 31, 1992**.

FOOTNOTES

FOOTNOTES TO THE 1992 ARL ANNUAL SALARY SURVEY

ALABAMA	All salaries effective August 16, 1992.
ARIZONA	Excludes the Architecture Library and the State Museum.
BOSTON UNIVERSITY	Includes the Theology Library.
BRITISH COLUMBIA	Excludes the Management Research Library.
BROWN	Excludes John Carter Brown Library.
CALIFORNIA, BERKELEY	Excludes special or institute libraries that are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Chicano Studies and other ethnic studies, and Walter Resources Archives.
CANADA INST. FOR SCIENTIFIC & TECHNICAL INFORMATION	Reported Median and Beginning Professional salaries, but no individual salary data.
CASE WESTERN RESERVE	Includes staff in the Library Information Technologies Department.
CINCINNATI	Includes Walters and Clermont Technical College branch libraries.
CORNELL	Excludes Medical Library.
DELAWARE	Excludes Director's salary and salaries of staff not administratively reporting to the Director of Libraries.
DUKE	Excludes Fuqua School of Business Library.
EMORY	Salaries effective September 1, 1992. Includes Theology and Oxford College Libraries.
FLORIDA STATE	Excludes Development Research School. FY92 salary increases were rescinded.
HARVARD	Includes all libraries on the Boston and Cambridge campuses and the Schlessinger library of Radcliffe College. Excludes Biblioteca Berenson in Florence, Italy, Center for Hellenic Studies, and the Dumbarton Oaks libraries in Washington, D.C.

HOUSTON	Excludes the Clearwater Lake, Downtown, and Victoria campus libraries.
ILLINOIS, CHICAGO	Salaries effective September 1, 1992. Beginning salary for tenure track positions is $27,500.
INDIANA	Excludes Indiana University East, Kokomo, Northwest, Southeast, and South Bend campus libraries. Also excludes the Art Library, Columbus Library, the Science and Engineering Library, and the Indianapolis professional school libraries.
JOHNS HOPKINS	Excludes Applied Physics Laboratory, and the School of Advanced Study in Bologna, Italy.
KANSAS	Excludes the School of Medicine Library, Wichita, KS.
KENTUCKY	Excludes the Community College Libraries.
LAVAL	Salaries unchanged from the 1991 report; collective bargaining in progress.
LINDA HALL	Salaries are for calendar years 1991 and 1992.
LOUISIANA STATE	Excludes Alexandria, Eunice, Shreveport branch campus libraries; the libraries of the Medical Centers in Shreveport and New Orleans; and the University of New Orleans library.
MASSACHUSETTS	Excludes the Labor Relations Research Center and the School of Management Library/Reading Room.
MICHIGAN	Excludes Business Administration, Bentley Historical, Clements and Gerald Ford libraries.
NATIONAL LIBRARY OF MEDICINE	Excludes full-time equivalents for part-time staff, and all R&D and computer staff.
NEW MEXICO	Excludes Harwood Foundation Library and the libraries of Gallup, Los Alamos, and Valencia Branch Campuses.
NEW YORK PUBLIC	Includes only the Research Libraries in the New York Public Library System.
NEW YORK UNIVERSITY	Salaries effective September 1, 1992.
OHIO STATE	Includes salaries of staff at four regional campuses and the Agricultural Technical Institute.
OKLAHOMA STATE	Includes branch campus libraries in Oklahoma City and Okmulgee.
PITTSBURGH	Excludes Bradford, Greenburg, Johnstowne, and Titusville campuses.

PRINCETON	Includes Forrestall Campus.
ROCHESTER	Includes Sibley Music Library and Miner Medical Library.
RUTGERS	Excludes Institute for Management and Labor Relations, Camden and Newark Law Libraries, the Urban Policy Research, and the Center for Alcohol Studies libraries.
SASKATCHEWAN	Salaries may increase when a new collective bargaining contract is negotiated.
SOUTHERN CALIFORNIA	Excludes Law, Medical, and Dental Libraries.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, and the Papers of Ulysses S. Grant Association.
SUNY - STONY BROOK	Excludes Health Sciences.
TEMPLE	Non-administrative salaries are for 10 month contracts.
TEXAS	Excludes Humanities Research Center.
TEXAS A & M	Excludes Medical Library. Most salaries for non-administrative staff are for 10.5 months.
TORONTO	Excludes federated and affiliated institutions.
TULANE	Excludes the Regional Primate Center.
WESTERN ONTARIO	Excludes affiliated College libraries.
YALE	Excludes the British Art Center.

ASSOCIATION OF RESEARCH LIBRARIES

1992 ARL ANNUAL SALARY SURVEY

ERRATA

Please note the follow corrections to Table 4 of the 1992 *ARL Annual Salary Survey*:

Institution	Average Salary FY 1992r	Median Salary FY 1992r	Beginning Salary FY 1992r
Chicago	$41,241	$38,550	
Florida State	31,374	28,629	
Guelph		53,060*	
Johns Hopkins	38,295	37,161	
Maryland	38,785	34,500	
Oklahoma	36,647	34,116	$28,966
Pittsburgh	38,284	35,388	
Stanford	46,384	44,058	
SUNY-Buffalo		39,048	
Utah	30,581	27,450	
Virginia	36,321	33,824	
Virginia Tech	33,538	33,421	
Wayne State	38,180	35,830	

*$61,672 Can.

The following tables (attached) have been revised to incorporate these corrected data:

Table 5	Beginning Professional Salaries, Fiscal Year 1992
Table 7	Median Professional Salaries, Fiscal Year 1992
Table 9	Average Professional Salaries, Fiscal Year 1992
Table 11	Summary of Rankings, Fiscal Years 1990-93

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TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 29,000 and over	6 - 24,000-24,999
2 - 28,000-28,999	7 - 23,000-23,999
3 - 27,000-27,999	8 - 22,000-22,999
4 - 26,000-26,999	9 - below 22,000
5 - 25,000-25,999	

Group	Rank	Institution	Salary
1	1	Stanford	$31,700
	2	Western Ontario	31,550
	3	Hawaii	31,116
	4	York	30,896
	5	Southern California	30,300
	6	New York University	30,000
	6	Yale	30,000
	8	Rutgers	29,300
	9	British Columbia	29,011
2	10	Oklahoma	28,966
	11	California, Berkeley	28,668
	11	California, Davis	28,668
	11	California, Irvine	28,668
	11	California, Los Angeles	28,668
	11	California, Riverside	28,668
	11	California, San Diego	28,668
	11	California, Santa Barbara	28,668
	18	Columbia	28,600
	19	Princeton	28,200
	20	Alberta	28,112
	21	Connecticut	28,100
3	22	Laval	27,988
	23	Guelph	27,764
	24	Harvard	27,400
	25	McGill	27,311
	26	Toronto	27,101
	27	Waterloo	27,042
	28	Wayne State	27,000
4	29	Chicago	26,775
	30	McMaster	26,651
	31	Queen's	26,624
	32	Georgetown	26,500
	32	SUNY Stony Brook	26,500
	34	Michigan	26,000
	34	New Mexico	26,000
	34	Notre Dame	26,000
	34	Pennsylvania State	26,000
5	38	Colorado	25,500
	39	Arizona	25,400
	40	Brown	25,300
	41	Duke	25,250
	42	Dartmouth	25,000
	42	Florida	25,000
	42	Indiana	25,000
	42	Michigan State	25,000
	42	Pennsylvania	25,000
	42	Rice	25,000
6	48	Saskatchewan	24,895
	49	Howard	24,833
	50	MIT	24,600
	51	Kent State	24,445
	52	Delaware	24,224
7	53	North Carolina State	$24,150
	54	Iowa State	24,000
	54	Miami	24,000
	54	Ohio State	24,000
	54	South Carolina	24,000
	54	Southern Illinois	24,000
	54	Virginia	24,000
	54	Washington	24,000
	61	Wisconsin	23,996
	62	Boston University	23,900
	63	Oklahoma State	23,592
	64	Illinois, Urbana	23,500
	64	Kentucky	23,500
	64	Northwestern	23,500
	67	Illinois, Chicago	23,400
	67	SUNY Albany	23,400
	67	SUNY Buffalo	23,400
	70	Cornell	23,300
	70	Nebraska	23,300
	72	Tulane	23,100
	73	Arizona State	23,000
	73	Colorado State	23,000
	73	Louisiana State	23,000
	73	Massachusetts	23,000
	73	Temple	23,000
	73	Vanderbilt	23,000
	73	Washington University	23,000
8	80	Johns Hopkins	22,796
	81	Florida State	22,500
	81	Syracuse	22,500
	81	Texas	22,500
	84	Iowa	22,430
	85	Minnesota	22,392
	86	Manitoba	22,206
	87	Maryland	22,177
	88	Brigham Young	22,000
	88	Emory	22,000
	88	Georgia	22,000
	88	Georgia Tech	22,000
	88	North Carolina	22,000
	88	Oregon	22,000
	88	Pittsburgh	22,000
	88	Texas A&M	22,000
	88	Virginia Tech	22,000
	88	Washington State	22,000
9	98	Kansas	21,696
	99	Case Western Reserve	21,598
	100	Alabama	21,500
	100	Cincinnati	21,500
	100	Houston	21,500
	103	Missouri	21,000
	103	Purdue	21,000
	103	Rochester	21,000
	103	Tennessee	21,000
	107	Utah	20,000

All Canadian salaries and some U.S. salaries revised from 1991 Survey figures; Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

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TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 50,000 and over	6 - 36,000-37,999
2 - 47,000-49,999	7 - 34,000-35,999
3 - 44,000-46,999	8 - 32,000-33,999
4 - 41,000-43,999	9 - 30,000-31,999
5 - 38,000-40,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	York	$56,582		54	Colorado State	$36,300
	2	Rutgers	54,223				
	3	California, Los Angeles	53,856	7	55	Wayne State	35,830
	4	Guelph	53,060		56	Notre Dame	35,600
	5	California, Berkeley	50,496		57	Michigan State	35,500
	5	California, Davis	50,496		58	Pittsburgh	35,388
	5	California, Irvine	50,496		59	Ohio State	35,376
	5	California, Santa Barbara	50,496		60	Colorado	35,185
					61	Emory	35,100
2	9	Laval	48,820		62	Delaware	35,032
	10	Toronto	48,179		63	North Carolina State	35,000
	11	Hawaii	47,904		63	Pennsylvania	35,000
	12	California, San Diego	47,124		65	Cornell	34,995
					66	Northwestern	34,766
3	13	British Columbia	46,751		67	Miami	34,700
	14	Connecticut	46,602		68	Illinois, Chicago	34,550
	15	Alberta	45,968		69	Maryland	34,500
	16	Western Ontario	45,758		70	Oklahoma	34,116
	17	Manitoba	45,712		71	Kentucky	34,072
	18	McGill	45,295		72	Temple	34,058
	19	SUNY Stony Brook	45,260		73	Arizona State	34,000
	20	McMaster	44,601				
	21	Saskatchewan	44,137	8	74	Washington	33,852
	22	Stanford	44,058		75	Virginia	33,824
					76	Boston University	33,812
4	23	California, Riverside	43,992		77	Purdue	33,600
	24	Yale	43,911		78	Texas A&M	33,456
	25	Columbia	43,645		79	Virginia Tech	33,421
	26	Massachusetts	43,558		80	Brigham Young	33,149
	27	Harvard	42,667		81	Illinois, Urbana	33,132
	28	Waterloo	42,481		82	Oregon	33,129
	29	Dartmouth	41,539		83	Washington University	33,094
					84	Syracuse	33,065
5	30	Cincinnati	40,374		85	Tennessee	33,000
	31	Southern California	39,630		86	Louisiana State	32,991
	32	Indiana	39,457		87	Arizona	32,930
	33	New York University	39,233		88	Houston	32,878
	34	Princeton	39,071		89	North Carolina	32,575
	35	SUNY Buffalo	39,048		90	South Carolina	32,568
	36	Chicago	38,550		91	Texas	32,288
	37	SUNY Albany	38,348				
	38	Michigan	38,260	9	92	Vanderbilt	31,920
	39	Queen's	38,070		93	Rice	31,500
					94	Georgetown	31,492
6	40	Pennsylvania State	37,692		95	Washington State	31,392
	41	Brown	37,606		96	Case Western Reserve	31,328
	42	Iowa	37,415		97	Tulane	30,879
	43	Duke	37,200		98	Kansas	30,828
	44	Johns Hopkins	37,161		99	Florida	30,694
	45	Minnesota	37,033		100	Georgia	30,401
	46	Wisconsin	36,800		101	Alabama	30,344
	47	Howard	36,647		102	Rochester	30,264
	48	Kent State	36,490				
	49	New Mexico	36,438	10	103	Missouri	29,573
	50	Nebraska	36,409		104	Oklahoma State	28,644
	51	Southern Illinois	36,402		105	Florida State	28,629
	52	Iowa State	36,375		106	Georgia Tech	28,200
	53	MIT	36,325		107	Utah	27,450

All Canadian salaries and some U.S. salaries revised from 1991 Survey figures; Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

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TABLE 9: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 48,000 and over
2 - 45,000-47,999
3 - 42,000-44,999
4 - 39,000-41,999
5 - 37,000-38,999
6 - 35,000-36,999
7 - 33,000-34,999
8 - below 33,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Rutgers	$54,285		54	Nebraska	$38,004
	2	York	52,837		55	Cornell	37,996
	3	California, Los Angeles	51,576		56	Iowa	37,912
	4	California, Davis	50,614		57	Howard	37,859
	5	California, Irvine	49,310		58	New Mexico	37,617
	6	California, Berkeley	49,260		59	SUNY Albany	37,598
	7	Laval	49,161		60	Delaware	37,488
	8	Guelph	49,081		61	Southern Illinois	37,417
	9	California, San Diego	48,301		62	Illinois, Urbana	37,203
	10	California, Santa Barbara	48,180		63	Notre Dame	37,156
					64	Ohio State	37,123
2	11	British Columbia	47,862				
	12	McGill	47,763	6	65	Colorado	36,847
	13	Hawaii	47,717		65	Emory	36,847
	14	Yale	46,853		67	Illinois, Chicago	36,844
	15	Alberta	46,452		68	Oklahoma	36,647
	16	Connecticut	46,437		69	North Carolina State	36,589
	17	Stanford	46,384		70	Kentucky	36,360
	18	Columbia	46,126		71	Pennsylvania	36,348
	19	Western Ontario	45,909		72	Virginia	36,321
	20	Toronto	45,903		73	Temple	35,804
	21	McMaster	45,816		74	Washington	35,667
	22	SUNY Stony Brook	45,762		75	Purdue	35,265
	23	California, Riverside	45,257		76	Syracuse	35,160
					77	Tennessee	35,017
3	24	Harvard	44,830				
	25	Manitoba	44,441	7	78	Georgetown	34,916
	26	Saskatchewan	44,123		79	Texas A&M	34,829
	27	Massachusetts	43,851		80	Boston University	34,776
	28	New York University	43,695		81	Oregon	34,611
	29	Waterloo	43,566		82	Case Western	34,508
	30	Southern California	42,475		83	Miami	34,495
	31	Dartmouth	42,383		84	Vanderbilt	34,379
	32	Princeton	42,087		85	Arizona State	34,125
					86	North Carolina	34,009
4	33	Chicago	41,241		87	Texas	33,987
	34	Michigan	40,351		88	Florida	33,974
	35	Pennsylvania State	40,246		89	Arizona	33,960
	36	Indiana	40,242		90	South Carolina	33,947
	37	Kent State	40,177		91	Brigham Young	33,902
	38	SUNY Buffalo	40,027		92	Washington University	33,786
	39	Minnesota	39,922		93	Houston	33,775
	40	Duke	39,625		94	Washington State	33,733
	41	Iowa State	39,433		95	Louisiana State	33,638
	42	Cincinnati	39,427		96	Virginia Tech	33,538
	43	MIT	39,172		97	Rice	33,248
	44	Queen's	39,162		98	Rochester	33,075
5	45	Maryland	38,785	8	99	Tulane	32,620
	46	Brown	38,595		100	Georgia	31,893
	47	Wisconsin	38,509		101	Oklahoma State	31,547
	48	Northwestern	38,342		102	Florida State	31,374
	49	Johns Hopkins	38,295		103	Georgia Tech	31,280
	50	Pittsburgh	38,284		104	Kansas	30,955
	51	Wayne State	38,180		105	Utah	30,581
	52	Colorado State	38,100		106	Alabama	30,175
	53	Michigan State	38,022		107	Missouri	29,526

All Canadian salaries and some U.S. salaries revised from 1991 Survey figures; Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of average salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1990-93

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1990	1991	1992r	1993	1990	1991	1992r	1993	1990	1991	1992r	1993
Alabama	106	103	105	107	105	93	101	102	101	91	100	106
Alberta	23	18	15	17	20	16	15	15	25	21	20	13
Arizona	95	77	89	97	88	71	87	93	93	63	39	24
Arizona State	88	73	85	88	84	62	73	78	72	63	73	81
Auburn	*	*	*	106	*	*	*	99	*	*	*	51
Boston	79	76	80	90	82	81	76	87	64	69	62	77
Brigham Young	100	97	91	76	95	89	80	82	72	81	88	95
British Columbia	10	4	11	8	13	10	13	11	7	6	9	11
Brown	61	57	46	49	58	49	41	60	26	31	40	47
California, Berkeley	7	13	6	12	6	4	5	6	9	10	11	15
California, Davis	3	2	4	5	4	4	5	6	9	10	11	15
California, Irvine	2	12	5	9	2	4	5	6	9	10	11	15
California, Los Angeles	5	9	3	2	5	4	3	4	9	10	11	15
California, Riverside	14	17	23	25	19	23	23	26	9	10	11	15
California, San Diego	8	7	9	13	7	11	12	6	9	10	11	15
California, Santa Barbara	4	5	10	14	3	4	5	6	9	10	11	15
Case Western Reserve	92	95	82	89	89	98	96	100	93	95	99	99
Chicago	41	36	33	33	52	40	36	31	54	30	29	28
Cincinnati	45	45	42	39	32	31	30	30	102	105	100	106
Colorado	56	60	65	70	67	47	60	65	38	44	38	43
Colorado State	49	51	52	57	49	55	54	49	50	70	73	51
Columbia	19	22	18	21	14	26	25	24	16	9	18	7
Connecticut	15	8	16	11	17	13	14	12	5	18	21	14
Cornell	53	53	55	56	55	58	65	58	72	77	70	66
Dartmouth	32	31	31	28	29	29	29	29	33	44	42	51
Delaware	83	82	60	52	99	92	62	40	53	61	52	45
Duke	38	39	40	35	38	38	43	35	55	54	41	38
Emory	77	70	65	62	85	67	61	57	93	95	88	90
Florida	84	89	88	99	92	96	99	104	38	44	42	51
Florida State	90	98	102	103	101	104	105	105	67	70	81	101
Georgetown	81	90	78	64	96	102	94	85	50	34	32	30
Georgia	103	100	100	98	98	97	100	92	93	95	88	94
Georgia Tech	104	101	103	96	106	105	106	107	103	63	88	67
Guelph	11	6	8	1	9	9	4	3	48	42	23	27
Harvard	35	26	24	24	39	28	27	28	20	23	24	30
Hawaii	21	19	13	10	18	15	11	13	4	2	3	1
Houston	85	94	93	100	73	86	88	98	85	104	100	39
Howard	63	56	57	65	62	54	47	70	47	53	49	59
Illinois, Chicago	34	54	67	50	33	60	68	45	38	63	67	60
Illinois, Urbana	58	63	62	71	75	76	81	83	56	63	64	81

r - Rankings for FY92 revised from 1991 Survey based on current reports.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1990-93

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1990	1991	1992r	1993	1990	1991	1992r	1993	1990	1991	1992r	1993
Indiana	52	37	36	41	53	36	32	34	35	38	42	46
Iowa	38	41	56	42	35	33	42	36	66	76	84	79
Iowa State	24	28	41	37	28	30	52	39	50	44	54	39
Johns Hopkins	54	67	49	68	45	44	44	55	70	80	80	86
Kansas	96	104	104	104	91	95	98	95	85	94	98	101
Kent State	29	44	37	54	31	78	48	71	56	41	51	65
Kentucky	97	84	70	75	100	90	71	80	106	81	64	81
Laval	12	10	7	15	10	12	9	14	21	20	22	26
Louisiana State	99	87	95	95	102	82	86	89	68	70	73	67
McGill	18	15	12	19	21	22	18	22	23	33	25	32
McMaster	28	24	21	16	23	20	20	18	46	29	30	23
Manitoba	26	27	25	20	22	24	17	17	90	93	86	89
Maryland	44	47	45	58	43	50	69	76	71	78	87	100
Massachusetts	13	21	27	31	12	18	26	27	38	63	73	90
MIT	45	49	43	43	47	53	53	53	56	56	50	51
Miami	87	96	83	84	79	83	67	68	72	95	54	67
Michigan	37	40	34	40	41	56	38	43	22	25	34	39
Michigan State	55	52	53	55	64	52	57	63	28	38	42	43
Minnesota	43	34	39	34	56	46	45	37	56	44	85	80
Missouri	105	105	107	105	93	99	103	101	93	95	103	95
Nebraska	75	48	54	51	70	45	50	50	93	70	70	67
New Mexico	69	65	58	59	60	57	49	51	28	34	34	36
New York	30	38	28	32	48	48	33	41	5	7	6	7
North Carolina	78	78	86	93	72	79	89	90	72	81	88	95
North Carolina State	68	55	69	66	74	64	63	61	69	43	53	49
Northwestern	66	59	48	47	69	70	66	64	72	56	64	60
Notre Dame	62	64	63	61	64	59	56	56	38	38	34	33
Ohio State	70	61	64	72	68	61	59	69	63	62	54	67
Oklahoma	65	69	68	82	40	66	70	73	1	4	10	33
Oklahoma State	107	106	101	108	107	106	104	108	91	90	63	78
Oregon	93	92	81	79	86	85	82	81	93	91	88	95
Pennylvania	73	75	71	46	63	69	63	54	34	34	42	47
Pennylvania State	42	42	35	45	46	39	40	47	28	44	34	39
Pittsburgh	59	66	50	69	59	75	58	77	72	95	88	101
Princeton	39	33	32	30	49	41	34	33	28	24	19	6
Purdue	74	71	75	73	71	67	77	66	103	106	103	101
Queen's	46	35	44	38	44	34	39	38	45	28	31	35
Rice	76	91	97	83	66	100	93	72	56	34	42	51
Rochester	94	102	98	101	103	103	102	103	106	95	103	108
Rutgers	9	3	1	4	14	2	2	5	17	8	8	10

r - Rankings for FY92 revised from 1991 Survey based on current reports.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1990-93

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1990	1991	1992r	1993	1990	1991	1992r	1993	1990	1991	1992r	1993
Saskatchewan	22	30	26	26	16	21	21	20	49	55	48	58
South Carolina	82	80	90	91	80	77	90	96	56	56	54	67
Southern California	27	29	30	29	34	32	31	32	2	5	5	5
Southern Illinois	36	46	61	53	36	42	51	48	38	44	54	24
Stanford	6	11	17	7	11	14	22	16	3	1	1	2
SUNY-Albany	50	58	59	63	30	35	37	44	65	59	67	87
SUNY-Buffalo	31	32	38	36	37	37	35	42	38	59	67	87
SUNY-Stony Brook	17	16	22	27	15	17	19	25	18	22	32	36
Syracuse	71	72	76	85	77	73	84	84	72	70	81	81
Temple	60	74	73	67	57	72	72	62	85	81	73	60
Tennessee	64	68	77	86	78	74	85	91	72	95	103	51
Texas	86	86	87	74	83	87	91	75	93	95	81	67
Texas A&M	67	79	79	92	76	88	78	88	72	81	88	101
Toronto	16	14	20	3	8	3	10	2	36	32	26	22
Tulane	102	99	99	102	97	101	97	97	72	79	72	67
Utah	98	107	106	94	90	107	107	106	103	106	107	90
Vanderbilt	91	85	84	81	94	91	92	74	72	81	73	67
Virginia	51	62	72	87	54	65	75	94	56	44	54	67
Virginia Tech	72	81	96	80	51	63	79	86	72	70	88	60
Washington	80	83	74	60	87	80	74	67	85	81	54	60
Wahington State	89	88	94	77	81	84	95	59	92	81	88	90
Washington, St. Louis	101	93	92	78	104	94	83	79	89	81	73	81
Waterloo	25	20	29	23	26	19	28	21	27	27	27	29
Wayne State	57	50	51	44	61	51	55	52	28	25	28	12
Western Ontario	33	25	19	22	27	25	16	19	19	3	2	3
Wisconsin	48	43	47	48	42	43	46	46	37	52	61	50
Yale	20	23	14	18	25	27	24	23	8	17	6	7
York	1	1	2	6	1	1	1	1	24	19	4	4

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